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ABSTRACT

This report gives precise information on salary schedules for teachers in reporting school systems with enrollments of 6,000 or more, and for selected systems in high income suburban areas with enrollments of 1,000 or more. The system-by-system listing, which makes up the major portion of this report, gives minimum and maximum scheduled salaries by preparation level, number or increments, and maximum placement for experience. Distributions of scheduled minimum and maximum salaries, and summaries of means, medians, and such administrative provisions as recognition or prior service, merit provisions, and index scheduling delineate the current nationwide status of teacher pay scales. Trends in mean minimum and maximum scheduled salaries are given to show the progress being made toward compensating teachers adequately. (A related document is ED 047 420.) (Author)

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RESEARCH REPORT 1971-R12

Salary Schedules for Teachers, 1971-72

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Research Report 1971-R12: SALARY SCHEDULES FOR TEACHERS, 1971-72

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FOREWORD

THIS REPORT gives precise information on salary schedules for teachers in reporting school systems with enrollments of 6,000 or more, and for selected systems in high-income suburban areas with enrollments of 1,000 or more. The system-by-system listing, which makes up the major portion of this report, gives minimum and maximum scheduled salaries by preparation level, number of increments, and maximum placement for experience. Distributions of scheduled minimum and maximum salaries, and summaries of means, medians, and such administrative provisions as recognition of prior service, merit provisions, and index scheduling delineate the current nationwide status of teacher pay scales. Trends in mean minimum and maximum scheduled salaries are given to show the progress being made toward adequately compensating teachers.

This report should be helpful to local education association leaders, teacher committees on salaries and negotiations, and others concerned with upgrading the economic status of public-school teachers.

The study was made under the direction of Gertrude N. Stieber, Senior Professional Associate, with the assistance of the Statistics Section of the Research Division. Audrey Hartung, David Chester, and Carol Baker did much of the salary schedule analysis.

The Division is particularly grateful to the superintendents of schools and to their staff members who provide the information which makes this study possible each year.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

Data from 1,284 salary schedules for teachers for 1971-72 are presented in this report. Schedule documents were received from 1,179 systems with enrollments of 6,000 or more as of October 1970. Also included is information from 105 other systems which are part of a selected group of 230 systems located in high-income suburban areas which reported salary data for 1971-72. Each of the selected suburban systems has an enrollment of 1,000 or more.

The report comprises summary tables, a minimum of explanatory text, and a system-by-system listing of reporting systems with enrollments of 6,000 or more and of the selected high-income suburban districts. The listing comprises the major part of the report and includes 18 systems from which data were received too late to be included in the summary tables. The omission of data from these 18 systems does not decrease the validity of the summary tabulations, however.

Scope of Study

As shown in Table 1, all operating systems with enrollments of 6,000 or more (Strata 1-5) were queried, and usable replies were received from 1,179, or 77.8 percent. The rate of usable responses varied from 100 percent for the large systems in Strata 1 and 2 to 73.1 percent for systems with enrollments of 6,000 to 11,999 (Stratum 5).

As indicated above, 18 systems reported salary information in time for inclusion in the system-by-system listing but too late for inclusion in the summary tables. Therefore, the listing is made up of 1,197 systems compared with 1,179 shown in the summary tables.

The system-by-system list of 169 selected suburban systems represents 73.5 percent of a list of 230 systems with enrollments of at least 1,000 which were selected on the basis of family income as reported in the U.S. Census for 1960. Some of the 169 also appear in the list of Strata 1-5 systems. Data were received from two systems too late for inclusion in the summary tables. They do appear in the system-by-system listing, however. The master list of suburban districts will be updated in accordance with the 1970 Census as soon as the information becomes available.

It cannot be overstressed that these suburban systems in no way represent suburban public school systems in general; they are included only to show salary schedule data for a *selected* group of school districts in very high-income

TABLE 1.—ESTIMATED NUMBER OF OPERATING PUBLIC SCHOOL SYSTEMS ENROLLING 6,000 OR MORE PUPILS, AND NUMBER PROVIDING SALARY DATA FOR 1971-72

Enrollment stratification	Estimated number of operating systems	Reporting systems	
		Number	Percent of total
1	2	3	4
Stratum 1—100,000 or more	27	27	100.0
Stratum 2—50,000 to 99,999	54	54	100.0
Stratum 3—25,000-49,999	108	99	91.7
Total—Strata 1, 2, and 3	189	180	95.2
Stratum 4—12,000-24,999	392	316	80.6
Stratum 5—6,000-11,999	934	683	73.1
Total—Strata 1 through 5	1,515*	1,179	77.8

*Requests for 1971-72 salary schedule data were sent to each of the 1,515 systems.

TABLE 2.--PERCENTAGE DISTRIBUTION OF REPORTING SYSTEMS WITH ENROLLMENTS OF 6,000 OR MORE BY REGION AND BY ENROLLMENT STRATUM

GEOGRAPHIC REGION	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, ALL REPORTING SYSTEMS
NEW ENGLAND	...	1.9	4.0	4.7	6.9	5.7
MIDEAST	25.9	7.4	5.1	14.6	17.9	15.6
SOUTHEAST	29.6	35.2	32.3	23.7	29.4	28.4
GREAT LAKES	22.2	7.4	12.1	16.8	15.7	15.4
PLAINS	3.7	7.4	9.1	7.0	7.0	7.1
SOUTHWEST	7.4	14.8	9.1	7.3	6.6	7.4
ROCKY MOUNTAIN	...	7.4	4.0	4.4	3.1	3.6
FAR WEST	11.1	18.5	24.2	21.5	13.5	16.7
NUMBER OF SYSTEMS REPORTING ..	99.9	100.0	99.9	100.0	100.1	99.9
TOTAL	27	54	99	316	683	1,179

TABLE 3.--1971-72 MEAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY PREPARATION LEVEL, AND BY ENROLLMENT OF REPORTING SYSTEMS

PREPARATION LEVEL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
BACHELOR'S DEGREE (OR 4 YEARS)							
MINIMUM	$ 7,503	$ 6,957	$ 7,116	$ 7,126	$ 7,120	$ 7,017	$ 7,061
MAXIMUM	11,684	10,244	10,424	10,559	10,383	10,192	10,299
MASTER'S DEGREE (OR 5 YEARS)							
MINIMUM	8,215	7,649	7,939	7,893	7,911	7,787	7,837
MAXIMUM	13,170	11,734	12,131	12,168	12,150	11,840	11,973
SIX YEARS							
MINIMUM	8,805	8,139	8,534	8,461	8,573	8,477	8,501
MAXIMUM	14,028	12,830	13,388	13,326	13,482	13,214	13,308
DOCTOR'S DEGREE (OR 7 YEARS)							
MINIMUM	9,186	8,567	8,886	8,838	9,037	8,939	8,943
MAXIMUM	14,371	13,327	13,743	13,721	13,994	13,741	13,805

TABLE 4.--1971-72 MEDIAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY PREPARATION LEVEL, AND BY ENROLLMENT OF REPORTING SYSTEMS

PREPARATION LEVEL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
BACHELOR'S DEGREE (OR 4 YEARS)							
MINIMUM	$ 7,300	$ 7,000	$ 7,000	$ 7,099	$ 7,053	$ 7,000	$ 7,005
MAXIMUM	11,300	10,252	10,250	10,379	10,229	10,090	10,200
MASTER'S DEGREE (OR 5 YEARS)							
MINIMUM	8,000	7,633	7,790	7,753	7,816	7,700	7,751
MAXIMUM	13,015	11,453	12,000	12,019	12,190	12,000	12,078
SIX YEARS							
MINIMUM	8,780	8,090	8,640	8,453	8,550	8,438	8,499
MAXIMUM	13,680	12,805	13,846	13,592	13,698	13,455	13,530
DOCTOR'S DEGREE (OR 7 YEARS)							
MINIMUM	9,160	8,578	8,920	8,859	8,950	8,731	8,826
MAXIMUM	14,300	13,299	13,813	13,740	14,100	13,627	13,746

suburban areas. Other suburban systems are missing from this list either because they failed to respond or because they were not included in the limited list of systems queried.

Regional Distribution

A distribution of reporting systems with enrollments of 6,000 or more (Strata 1 to 5) is shown on a regional basis in Table 2. Table 5 provides scheduled salary minimums and maximums on the basis of the same geographic distribution of reporting systems.

Summary Tables and Lists

Tables 3, 4, and 6 through 22 summarize data on minimum and maximum scheduled salaries, increments, recognition of advanced study, merit provisions, professional growth requirements, and various administrative provisions for 1971-72 for reporting systems from Strata 1-5 (enrollments of 6,000 or more). Table 7 provides a summary comparison of scheduled mean salaries by preparation level from 1962-63 through 1971-72 for reporting systems with enrollments of 6,000 or more. Table 7A shows the same information on an index basis, with 1962-63 equaling 100.0. Table 8 summarizes mean salaries scheduled in 1971-72 for teachers with *less* than a bachelor's degree for each of the enrollment strata. Table 9 provides summaries of mean and median scheduled salaries and salary ranges for the 169 suburban systems; other data were not summarized for this arbitrarily selected group of districts.

Method of Tabulation

The greater part of this report deals with the presentation of information, system by system, for all reporting districts with enrollments of 6,000 or more, and for selected suburban districts. The data presented in each of the 16 columns are explained below.

The districts within each stratum are grouped by state, and listed alphabetically by city within the state. Exceptions are county-unit systems which are listed by name of the county, with the post-office address of the district headquarters shown following the county name. When the name of the school system differs from the post-office address, the name of the district is given the major listing, with the post-office address following.

If the system provides only elementary schools, this is indicated with (Elem.) following the post-office address; for high school districts, the letters (H.S.) are used.

Enrollment (col. 1)

The questionnaire which accompanied the request for the salary schedule asked for total pupil enrollment on or

(continued on page 13)

TABLE 5.--1971-72 MEAN AND MEDIAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY GEOGRAPHIC REGION
REPORTING SYSTEMS WITH ENROLLMENTS OF 6,000 OR MORE (STRATA 1-5)

PREPARATION LEVEL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL, ALL REGIONS
NUMBER OF SYSTEMS REPORTING ..	67	184	335	182	84	87	43	197	1,179
PERCENT OF TOTAL	5.7	15.6	28.4	15.4	7.1	7.4	3.6	16.7	99.9
BACHELOR'S DEGREE MINIMUM									
MEAN	$ 7,431	$ 7,723	$ 6,482	$ 7,463	$ 7,102	$ 6,638	$ 6,577	$ 7,205	$ 7,061
MEDIAN	7,400	7,630	6,400	7,450	7,138	6,650	6,650	7,200	7,005
RANGE LOW	6,400	6,500	5,484	5,625	6,100	6,000	5,800	6,000	5,484
HIGH	8,575	9,400	7,575	9,333	7,825	7,500	7,288	10,500	10,500
MASTER'S DEGREE MAXIMUM									
MEAN	12,744	13,975	9,691	13,468	12,922	10,480	11,540	12,681	11,973
MEDIAN	12,600	13,700	9,611	13,401	12,666	10,380	11,458	12,695	12,078
RANGE LOW	10,500	10,800	6,800	9,205	8,900	8,000	8,969	9,300	6,800
HIGH	15,850	17,754	16,400	16,599	15,980	13,790	14,000	16,905	17,754
MAXIMUM SCHEDULED SALARY FOR HIGHEST PREPARATION LEVEL RECOGNIZED									
MEAN	14,084	15,472	10,673	14,635	14,448	11,149	13,034	14,618	13,277
MEDIAN	13,650	15,116	10,721	14,467	14,345	10,810	13,124	14,586	13,428
RANGE LOW	11,650	11,700	6,800	9,205	9,100	8,000	9,085	10,180	6,800
HIGH	18,239	20,950	18,196	19,600	18,772	15,594	17,195	21,000	21,000
INDEX--MEAN SCHEDULED SALARY FOR ALL REGIONS EQUALS 100.0									
BACHELOR'S DEGREE MINIMUM	105.24	109.38	91.80	105.69	100.58	94.01	93.15	102.04	100.00
MASTER'S DEGREE MAXIMUM	106.44	116.72	80.94	112.49	107.93	87.53	96.38	105.91	100.00
MAXIMUM FOR HIGHEST PREPARATION LEVEL RECOGNIZED	106.08	116.53	80.39	110.23	108.82	83.97	98.17	110.10	100.00

TABLE 6A.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM TEACHERS WITH A BACHELOR'S DEGREE

SALARY INTERVAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
MINIMUM FOR BACHELOR'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION							
LESS THAN $5,500	...	...	...	...	...	.1	.1
$5,500- 5,749	...	...	...	...	.3	1.6	1.0
5,750- 5,999	...	...	1.0	.6	.3	1.9	1.3
6,000- 6,249	...	5.6	3.0	3.3	5.7	10.8	8.3
6,250- 6,499	3.7	14.8	5.1	7.8	9.5	12.9	11.2
6,500- 6,749	3.7	14.8	15.2	13.3	10.8	10.5	11.0
6,750- 6,999	11.1	11.1	20.2	16.1	16.8	9.4	12.4
7,000- 7,249	25.9	25.9	20.2	22.8	18.4	16.1	17.7
7,250- 7,499	18.5	13.0	14.1	14.4	11.1	12.2	12.2
7,500- 7,799	14.8	11.1	9.1	10.6	12.7	9.8	10.7
7,750- 7,999	3.7	...	6.1	3.9	4.1	3.5	3.7
8,000- 8,999	11.1	3.7	5.1	5.6	10.4	11.0	10.0
9,000 OR MORE	7.4	...	1.0	1.7	...	.1	.3
TOTAL	99.9	100.0	100.1	100.1	100.1	99.9	99.9
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
MEAN	$ 7,503	$ 6,957	$ 7,116	$ 7,126	$ 7,120	$ 7,017	$ 7,061
MEDIAN	7,300	7,000	7,000	7,099	7,053	7,000	7,005
RANGE LOW	6,400	6,100	5,950	5,950	5,664	5,484	5,484
HIGH	9,400	8,100	10,350	10,350	8,700	10.500	10,500
MAXIMUM FOR BACHELOR'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION							
LESS THAN $6,500	...	...	...	...	...	.3	.2
$ 6,500- 6,999	...	...	...	...	.3	2.3	1.4
7,000- 7,499	...	...	1.0	.6	2.2	3.2	2.5
7,500- 7,999	...	5.6	...	1.7	.9	5.3	3.6
8,000- 8,499	...	9.3	8.1	7.2	8.2	9.2	8.7
8,500- 8,999	...	7.4	11.1	8.3	11.1	11.7	11.0
9,000- 9,499	...	9.3	13.1	10.0	9.8	7.2	8.3
9,500- 9,999	11.1	11.1	10.1	10.6	11.4	9.7	10.3
10,000- 10,499	18.5	20.4	10.1	14.4	11.7	8.2	10.1
10,500- 10,999	7.4	5.6	8.1	7.2	13.0	8.6	9.6
11,000- 11,499	14.8	9.3	13.1	12.2	9.2	8.5	9.2
11,500- 11,999	11.1	5.6	10.1	8.9	6.0	7.0	7.0
12,000- 12,499	7.4	7.4	2.0	4.4	3.8	6.4	5.4
12,500- 12,999	3.7	3.7	7.1	5.6	3.8	4.1	4.2
13,000- 13,499	14.8	5.6	2.0	5.0	3.8	3.7	3.9
13,500- 13,999	3.7	...	3.0	2.2	2.2	2.2	2.2
14,000- 14,499	3.7	...	1.0	1.1	1.9	1.2	1.4
14,500- 14,999	3.7	...	...	.6	...	.9	.6
15,000 OR MORE	...	...	...	...	.6	.3	.3
TOTAL	99.9	100.3	99.9	100.0	99.9	100.0	99.9
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
MEAN	$ 11,684	$ 10,244	$ 10,424	$ 10,559	$ 10,383	$ 10,192	$ 10,299
MEDIAN	11,300	10,252	10,250	10,379	10,229	10,090	10,200
RANGE LOW	9,800	7,640	7,176	7,176	6,670	6,412	6,412
HIGH	14,870	13,270	14,100	14,870	15,935	15,938	15,938

TABLE 6B.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM TEACHERS WITH MASTER'S DEGREE

SALARY INTERVAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
MINIMUM FOR MASTER'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION							
LESS THAN $6,000	...	...	...	...	...	.6	.3
$ 6,000- 6,249	...	...	...	...	.3	1.8	1.1
6,250- 6,449	...	...	...	...	1.6	2.5	1.9
6,500- 6,749	...	1.9	2.0	1.7	2.2	5.3	3.9
6,750- 6,999	...	13.0	...	3.9	8.9	11.6	9.7
7,000- 7,249	3.7	13.0	10.1	10.0	9.5	9.7	9.7
7,250- 7,499	11.1	14.8	16.2	15.0	12.0	9.1	10.8
7,500- 7,749	14.8	16.7	21.2	18.9	10.8	11.4	12.4
7,750- 7,999	18.5	13.0	6.1	10.0	12.3	8.5	9.8
8,000- 8,249	18.5	11.1	13.1	13.3	10.1	10.2	10.7
8,250- 8,499	3.7	9.3	12.1	10.0	7.9	6.6	7.5
8,500- 8,749	11.1	3.7	7.1	6.7	7.9	7.9	7.7
8,750- 8,999	...	3.7	5.1	3.9	6.0	5.3	5.3
9,000- 9,499	11.1	...	6.1	5.0	7.0	6.0	6.1
9,500- 9,999	3.7	...	...	.6	2.5	2.5	2.2
10,000 OR MORE	3.7	...	1.0	1.1	.9	1.2	1.1
TOTAL	99.9	100.2	100.1	100.1	99.9	100.2	100.2
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
MEAN	$ 8,215	$ 7,649	$ 7,939	$ 7,893	$ 7,911	$ 7,787	$ 7,837
MEDIAN	8,000	7,633	7,790	7,753	7,816	7,700	7,751
RANGE LOW	7,100	6,649	6,640	6,640	6,060	5,800	5,800
HIGH	10,900	8,820	11,799	11,799	10,200	11,970	11,970
MAXIMUM FOR MASTER'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION							
LESS THAN $7,000	...	...	...	...	...	.3	.2
$ 7,000- 7,999	...	...	...	...	1.0	4.4	2.8
8,000- 8,999	...	1.9	1.0	1.1	1.9	5.4	3.8
9,000- 9,499	...	7.4	1.0	2.8	5.4	7.8	6.4
9,500- 9,999	...	...	10.1	5.6	9.5	10.3	9.3
10,000- 10,249	...	5.6	5.1	4.4	3.5	2.2	2.9
10,250- 10,499	...	7.4	8.1	6.7	2.9	1.9	2.9
10,500- 10,749	7.4	7.4	3.0	5.0	2.5	2.1	2.6
10,750- 10,999	7.4	1.9	7.1	5.6	2.5	2.8	3.1
11,000- 11,499	11.1	20.4	3.0	9.4	7.0	6.2	6.9
11,500- 11,999	3.7	5.6	10.1	7.8	7.6	6.5	7.0
12,000- 12,499	14.8	11.1	13.1	12.8	10.8	8.7	9.9
12,500- 12,999	3.7	9.3	5.1	6.1	10.5	7.8	8.2
13,000- 13,499	11.1	5.6	10.1	8.9	10.5	10.0	9.9
13,500- 13,999	7.4	9.3	7.1	7.8	7.6	6.9	7.2
14,000- 14,499	7.4	5.6	5.1	5.6	5.7	4.0	4.7
14,500- 14,999	...	...	2.0	1.1	3.2	3.1	2.8
15,000- 15,999	22.2	1.9	7.1	7.8	5.1	5.7	5.9
16,000 OR MORE	3.7	...	2.0	1.7	2.9	4.3	3.5
TOTAL	99.9	100.4	100.1	100.2	100.1	100.4	100.0
NUMBER OF SYSTEMS REPORTING	27	54	99	180	315	682	1,177
MEAN	$ 13,170	$ 11,734	$ 12,131	$ 12,168	$ 12,150	$ 11,840	$ 11,973
MEDIAN	13,015	11,453	12,000	12,019	12,190	12,000	12,078
RANGE LOW	10,700	8,394	8,076	8,076	7,300	6,800	6,800
HIGH	16,400	15,980	16,599	16,599	17,286	17,754	17,754

TABLE 6C.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM TEACHERS WITH SIX YEARS OF PREPARATION

SALARY INTERVAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
MINIMUM FOR SIX YEARS OF COLLEGE--PERCENTAGE DISTRIBUTION							
LESS THAN $6,500	...	...	...	...	.4	3.0	1.8
$ 6,500- 6,999	...	...	1.2	.6	3.0	6.3	4.4
7,000- 7,499	4.0	26.1	14.1	16.0	10.8	10.8	11.7
7,500- 7,749	4.0	13.0	11.8	10.9	7.8	6.7	7.7
7,750- 7,999	16.0	2.2	4.7	5.8	8.2	7.6	7.5
8,000- 8,249	8.0	10.9	10.6	10.3	7.1	8.2	8.2
8,250- 8,499	4.0	17.4	2.4	7.1	9.0	9.1	8.7
8,500- 8,749	12.0	6.5	11.8	10.3	12.3	8.4	9.8
8,750- 8,999	20.0	13.0	8.2	11.5	7.5	7.4	8.1
9,000- 9,499	16.0	8.7	23.5	17.9	18.3	12.7	15.2
9,500- 9,999	8.0	2.2	7.1	5.8	9.0	11.0	9.6
10,000- 10,499	4.0	...	3.5	2.6	2.6	4.6	3.7
10,500- 10,999	...	...	...	...	3.0	3.2	2.6
11,000- 11,499	...	...	...	...	.7	.8	.6
11,500- 11,999	...	...	...	...	.4	...	.1
12,000 OR MORE	4.0	...	1.2	1.3	...	.2	.3
TOTAL	100.0	100.0	100.1	100.1	100.1	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	25	46	85	156	268	526	950
MEAN	$ 8,805	$ 8,139	$ 8,534	$ 8,461	$ 8,573	$ 8,477	$ 8,501
MEDIAN	8,780	8,090	8,640	8,453	8,550	8,438	8,499
RANGE LOW	7,450	7,156	6,678	6,678	6,435	6,200	6,200
HIGH	12,400	9,675	13,248	13,248	11,650	13,440	13,440
MAXIMUM FOR SIX YEARS OF COLLEGE--PERCENTAGE DISTRIBUTION							
LESS THAN $8,000	...	...	...	...	.4	1.3	.8
$ 8,000- 8,999	...	...	...	...	.7	2.8	1.8
9,000- 9,999	...	6.5	4.7	4.5	2.6	7.7	5.8
10,000- 10,999	...	6.5	8.2	6.4	11.2	10.7	10.2
11,000- 11,499	12.0	10.9	11.8	11.5	4.9	3.6	5.2
11,500- 11,999	4.0	15.2	5.9	8.3	5.2	3.2	4.6
12,000- 12,499	4.0	8.7	3.5	5.1	4.9	5.5	5.2
12,500- 12,999	16.0	2.2	5.9	6.4	6.3	7.7	7.1
13,000- 13,499	8.0	8.7	3.5	5.8	10.1	8.3	8.4
13,500- 13,999	12.0	8.7	11.8	10.9	9.7	9.4	9.7
14,000- 14,499	4.0	13.0	17.6	14.1	11.2	9.6	10.8
14,500- 14,999	12.0	10.9	8.2	9.6	8.6	7.9	8.4
15,000- 15,499	...	6.5	7.1	5.8	7.8	4.7	5.8
15,500- 15,999	4.0	...	2.4	1.9	6.3	4.0	4.3
16,000- 16,499	12.0	...	3.5	3.8	4.5	4.0	4.1
16,500- 16,999	8.0	...	1.2	1.9	3.0	3.8	3.2
17,000- 17,999	4.0	2.2	3.5	3.2	1.1	4.3	3.2
18,000 OR MORE	...	...	1.2	.6	1.5	1.5	1.4
TOTAL	100.0	100.0	100.0	99.8	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	25	46	85	156	268	531	955
MEAN	$ 14,028	$ 12,830	$ 13,388	$ 13,326	$ 13,482	$ 13,214	$ 13,308
MEDIAN	13,680	12,805	13,846	13,592	13,698	13,455	13,530
RANGE LOW	11,050	9,304	9,775	9,304	7,728	7,540	7,540
HIGH	17,100	17,730	18,941	18,941	19,025	19,215	19,215

TABLE 6D.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR
CLASSROOM TEACHERS WITH DOCTOR'S DEGREE (OR 7 YEARS)

SALARY INTERVAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
	MINIMUM FOR DOCTOR'S DEGREE (OR 7 YEARS)--PERCENTAGE DISTRIBUTION						
LESS THAN $7,000	...	2.4	1.4	1.5	1.8	10.0	5.9
$ 7,000- 7,499	...	7.1	8.6	6.7	4.8	2.6	4.1
7,500- 7,999	13.0	16.7	10.0	12.6	10.8	8.7	10.1
8,000- 8,249	...	9.5	11.4	8.9	15.1	15.8	14.1
8,250- 8,499	8.7	11.9	2.9	6.7	4.2	5.5	5.4
8,500- 8,749	4.3	9.5	10.0	8.9	8.4	7.7	8.2
8,750- 8,999	8.7	14.3	10.0	11.1	5.4	3.9	5.9
9,000- 9,249	21.7	11.9	10.0	12.6	9.0	7.4	9.0
9,250- 9,499	8.7	4.8	11.4	8.9	6.0	5.2	6.2
9,500- 9,749	8.7	2.4	8.6	6.7	10.8	5.2	7.0
9,750- 9,999	8.7	2.4	5.7	5.2	5.4	5.2	5.2
10,000- 10,999	17.4	7.1	7.1	8.9	10.8	14.5	12.3
11,000- 11,999	...	...	1.4	.7	4.8	5.5	4.3
12,000- 12,999	...	...	...	...	2.4	2.3	1.8
13,000 OR MORE	...	...	1.4	.7	...	.6	.5
TOTAL	99.9	100.0	99.9	100.1	99.7	100.1	100.0
NUMBER OF SYSTEMS REPORTING ..	23	42	70	135	166	310	611
MEAN	$ 9,186	$ 8,567	$ 8,886	$ 8,838	$ 9,037	$ 8,939	$ 8,943
MEDIAN	9,160	8,578	8,920	8,859	8,950	8,731	8,826
RANGE LOW	7,750	6,963	6,678	6,678	6,635	6,328	6,328
HIGH	10,840	10,150	13,973	13,973	12,276	14,175	14,175
	MAXIMUM FOR DOCTOR'S DEGREE (OR 7 YEARS)--PERCENTAGE DISTRIBUTION						
LESS THAN $9,000	...	...	...	...	...	2.2	1.1
$ 9,000- 9,999	...	7.1	...	2.2	.6	1.6	1.5
10,000- 10,999	...	2.4	7.1	4.4	13.8	18.4	14.1
11,000- 11,499	4.3	7.1	11.4	8.9	7.8	7.9	8.1
11,500- 11,999	4.3	7.1	12.9	9.6	8.4	5.4	7.1
12,000- 12,499	8.7	11.9	7.1	8.9	3.0	4.1	4.9
12,500- 12,999	4.3	9.5	4.3	5.9	4.2	2.2	3.6
13,000- 13,499	4.3	9.5	4.3	5.9	6.0	6.3	6.1
13,500- 13,999	17.4	2.4	2.9	5.2	4.2	5.4	5.0
14,000- 14,499	17.4	9.5	11.4	11.9	10.8	5.7	8.4
14,500- 14,999	8.7	11.9	5.7	8.1	6.6	7.6	7.4
15,000- 15,999	8.7	14.3	21.4	17.0	15.0	12.7	14.2
16,000- 16,999	8.7	2.4	4.3	4.4	6.0	7.0	6.1
17,000- 17,999	13.0	2.4	4.3	5.2	6.6	4.4	5.2
18,000- 18,999	...	2.4	1.4	1.5	4.2	6.0	4.5
19,000- 19,999	...	...	...	...	1.8	1.6	1.3
20,000 OR MORE	...	...	1.4	.7	1.2	1.6	1.3
TOTAL	99.8	99.9	99.9	99.8	100.2	100.1	99.9
NUMBER OF SYSTEMS REPORTING ..	23	42	70	135	167	316	618
MEAN	$ 14,371	$ 13,327	$ 13,743	$ 13,721	$ 13,994	$ 13,741	$ 13,805
MEDIAN	14,300	13,299	13,813	13,740	14,100	13,627	13,746
RANGE LOW	11,400	9,656	10,130	9,656	9,790	8,000	8,000
HIGH	17,800	18,095	20,700	20,700	20,522	21,000	21,000

TABLE 6E.--DISTRIBUTION OF 1971-72 MAXIMUM SALARIES SCHEDULED FOR CLASSROOM TEACHERS FOR THE HIGHEST PREPARATION CLASS RECOGNIZED IN THE SCHEDULE

SALARY INTERVAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
	MAXIMUM FOR HIGHEST PREPARATION RECOGNIZED--PERCENTAGE DISTRIBUTION						
LESS THAN $8,000	...	...	...	...	.6	2.8	1.8
$ 8,000- 8,999	...	1.9	1.0	1.1	1.9	4.2	3.1
9,000- 9,999	...	5.6	1.0	2.2	1.9	6.6	4.7
10,000- 10,999	...	5.6	7.1	5.6	13.0	14.2	12.6
11,000- 11,999	7.4	14.8	21.2	17.2	13.3	10.5	12.3
12,000- 12,499	7.4	11.1	8.1	8.9	4.4	5.0	5.4
12,500- 12,999	3.7	9.3	3.0	5.0	5.1	4.5	4.7
13,000- 13,499	3.7	7.4	3.0	4.4	5.7	6.6	6.0
13,500- 13,999	14.8	1.9	4.0	5.0	6.6	5.9	5.9
14,000- 14,499	14.8	11.1	13.1	12.8	12.3	8.5	10.2
14,500- 14,999	11.1	13.0	9.1	10.6	7.6	6.9	7.6
15,000- 15,999	11.1	13.0	18.2	15.6	13.6	9.8	11.7
16,000- 16,999	14.8	1.9	5.1	5.6	6.0	6.3	6.1
17,000- 17,999	11.1	1.9	4.0	4.4	4.1	3.8	4.0
18,000- 18,999	...	1.9	1.0	1.1	2.2	2.8	2.4
19,000- 19,999	...	...	...	...	.9	.9	.8
20,000 OR MORE	...	...	1.0	.6	.6	.7	.7
TOTAL	99.9	100.4	99.9	100.1	99.8	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
MEAN	$ 14,578	$ 13,149	$ 13,670	$ 13,650	$ 13,557	$ 13,049	$ 13,277
MEDIAN	14,400	13,156	14,108	14,015	13,883	13,206	13,428
RANGE LOW	11,400	8,394	8,556	8,394	7,300	6,800	6,800
HIGH	17,800	18,095	20,700	20,700	20,522	21,000	21,000

about October 1, 1970, by elementary, junior high, and senior high schools, including enrollments in special schools, but excluding enrollment in junior colleges. Only the total enrollment is shown in column 1.

Preparation Levels Used in Presenting Minimum and Maximum Salaries (cols. 2-9)

Because of the complexity and lack of uniformity in the schedule documents, the analysis of them, especially as to salaries, requires the adoption of certain arbitrary definitions and methods of procedure which are explained here.

BACHELOR'S DEGREE (columns 2 and 3)–The minimum and maximum salaries shown are for the bachelor's degree or for four years of college preparation if the degree is not specified. If the schedule fixes one salary for teachers who have four years of preparation but no degree, and a higher salary for those who have completed the degree, the salary shown is for the degree teacher.

MASTER'S DEGREE (columns 4 and 5)–Wherever possible the minimum and maximum salaries shown are for the *earned* master's degree, but if a salary class is given only for five years of college with no differential for the master's degree, the five-year salary is shown.

SIX YEARS OF PREPARATION (M.A. plus 30 hours)(columns 6 and 7)–This classification includes, generally, such salary classes as those established for the master's degree plus 30 semester hours or 45 quarter hours, the bachelor's degree plus 60 hours or 90 quarter hours. Occasionally a classification will be used here which differs slightly from the customary definition of the six-year preparation level because of local practice. For example, M.A. plus 24 hours, or B.A. plus 56 hours is sometimes used in a salary schedule as the six-year level. If the salary classification does not start until step 2 or later, step 1 of the preceding salary classification is shown as the minimum with the first dollar amount and the step number shown below in parentheses with the step at which the salary class is recognized. These items are usually found in column 6 but a few appear in column 4.

SCHEDULED MAXIMUM (columns 8 and 9)–The maximum scheduled salary (exclusive of long-service or merit increments) is shown in column 8, and the preparation level required is indicated in column 9. Space limitations prevented printing out the minimum and maximum scheduled salaries for the doctor's degree on a system-by-system basis. However, this information was recorded and appears in the summary tables.

INTERMEDIATE OR FRACTIONAL SALARY CLASSES frequently are found in salary schedules, such as bachelor's degree plus 15 hours, or master's degree plus 10 hours, and the like. In this study these classes are ignored and only full-year academic preparation levels are considered. The frequency of occurrence of intermediate levels was tabulated, however, and is shown in summary Table 21.

DETERMINATION OF MAXIMUM SALARIES (columns 3, 5, 7, and 9)–In some districts, the amount to be reported as the maximum salary for a given level of preparation might be any one of several different amounts, depending on the use made of various differentials included in the schedule. For the sake of consistency in reporting maximum salaries, arbitrary rules were established, as follows:

1. Maximums reached by annual or biennial increments are included in arriving at the maximum reported salary. The maximum reached by delayed increments, two or more years apart, is shown in parentheses below the regular maximum followed by the numbers of years required to reach the long-service maximum.

When the long-service or extended-service provisions are open-ended, so that an additional sum of money is granted for each additional year or period of years thereafter, this fact has been indicated by a footnote in column 16 but a maximum salary for long service is not shown.

2. In most cases, merit or superior-service increments are not included in the maximum salary reported. If a definite amount is stated for superior service, the maximum for merit is computed and shown in parentheses below the regular maximum with the notation that it is a merit maximum. Maximums for merit, however, are not included in any of the summary tabulations.

If the schedule or questionnaire indicates that superior service may be recognized but no definite plan or amounts are stated, this is indicated in column 16 by a footnote.

3. Differentials for dependency, head-of-family allowances, and for men teachers are not included in the maximum salaries shown, but are indicated with a footnote listed in column 16. Table 22 which summarizes the allowances of this type which were reported for 1971-72 indicates clearly that such differentials have all but disappeared from salary schedules.

Increments from Minimum to Maximum (cols. 10-12)

Columns 10-12 report the number of increments and the average dollar amount for the bachelor's degree, master's degree, and six years of preparation, respectively. The numbers of increments shown are exclusive of long-service or supermaximum increments beyond regularly scheduled maximums. In some cases, notably California and Washington, state certification laws affect the number of increments, especially at the bachelor's degree level of preparation.

Maximum Placement for Prior Experience (col. 13)

The request for the 1971-72 salary schedules included a short questionnaire which sought information on several points not always contained in the schedule document itself.

(continued on page 16)

TABLE 7.–COMPARISON OF MEAN SCHEDULED SALARIES, 1962-63 THROUGH 1971-72

Preparation level and enrollment stratum	School year									
	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69	1969-70	1970-71	1971-72
1	2	3	4	5	6	7	8	9	10	11
Strata 1, 2, and 3–(enrollment 25,000 or more)										
Number of reporting systems*	127	136	141	150	156	168	168	171	183	180
Mean scheduled salary for:										
Bachelor's degree —Minimum	$4,456	$4,614	$4,758	$5,040	$ 5,258	$ 5,638	$ 6,029	$ 6,465	$ 6,921	$ 7,126
—Maximum	6,719	6,973	7,238	7,700	7,959	8,437	8,976	9,500	10,293	10,559
Master's degree** —Minimum	4,789	4,968	5,127	5,413	5,717	6,158	6,613	7,109	7,659	7,893
—Maximum	7,297	7,612	7,956	8,425	8,890	9,497	10,147	10,836	11,809	12,168
Six years (M.A.+30) —Minimum	5,303	5,569	5,634	5,830	6,152	6,635	7,139	7,622	8,218	8,461
—Maximum	8,243	8,565	8,926	9,243	9,488	10,463	11,175	11,923	12,963	13,326
Doctor's degree*** —Minimum	5,433	5,656	5,708	6,079	6,381	6,903	7,442	7,932	8,594	8,838
—Maximum	8,196	8,562	8,918	9,484	10,046	10,819	11,581	12,250	13,437	13,721
Stratum 4–(enrollment 25,000-49,999)										
Number of reporting systems*	198	242	266	300	289	303	324	307	318	316
Mean scheduled salary for:										
Bachelor's degree —Minimum	$4,361	$4,594	$4,726	$4,909	$5,127	$ 5,538	$ 5,971	$ 6,420	$ 6,893	$ 7,120
—Maximum	6,436	6,764	6,966	7,183	7,541	8,113	8,713	9,313	10,090	10,383
Master's degree** —Minimum	4,702	4,974	5,099	5,330	5,582	6,065	6,580	7,132	7,675	7,911
—Maximum	7,068	7,480	7,755	8,076	8,521	9,233	10,045	10,853	11,776	12,150
Six years (M.A.+30) —Minimum	5,323	5,722	5,766	5,924	6,203	6,648	7,220	7,805	8,345	8,573
—Maximum	8,213	8,708	9,112	9,516	9,871	10,493	11,375	12,237	13,074	13,482
Doctor's degree*** —Minimum	5,380	5,720	5,655	5,971	6,261	6,848	7,517	8,175	8,804	9,037
—Maximum	8,143	8,460	8,805	9,313	9,734	10,666	11,648	12,633	13,579	13,994
Stratum 5–(enrollment 6,000-11,999)										
Number of reporting systems*	232	540	656	621	659	609	707	664	675	683
Mean scheduled salary for:										
Bachelor's degree —Minimum	$4,238	$4,537	$4,689	$4,911	$ 5,124	$ 5,483	$ 5,906	$ 6,344	$ 6,811	$ 7,017
—Maximum	6,256	6,678	6,861	7,222	7,525	8,060	8,612	9,204	9,899	10,192
Master's degree** —Minimum	4,599	4,928	5,070	5,344	5,581	6,001	6,514	7,010	7,547	7,787
—Maximum	6,907	7,458	7,660	8,148	8,529	9,187	9,912	10,624	11,513	11,840
Six years (M.A.+30) —Minimum	5,303	5,637	5,697	5,907	6,128	6,539	7,126	7,625	8,240	8,477
—Maximum	8,249	8,648	8,933	9,361	9,777	10,335	11,248	11,914	12,929	13,214
Doctor's degree*** —Minimum	5,439	5,752	5,761	6,099	6,387	6,893	7,457	8,074	8,712	8,939
—Maximum	8,254	8,690	8,970	9,523	10,007	10,772	11,584	12,446	13,408	13,741
Total, Strata 1-5 (enrollment 6,000 or more)										
Number of reporting systems*	557	918	1,063	1,071	1,104	1,080	1,199	1,142	1,176	1,179
Mean scheduled salary for:										
Bachelor's degree —Minimum	$4,331	$4,564	$4,707	$4,925	$5,144	$ 5,522	$ 5,941	$ 6,383	$ 6,850	$ 7,061
—Maximum	6,426	6,744	6,937	7,262	7,590	8,133	8,690	9,278	10,012	10,299
Master's degree** —Minimum	4,680	4,946	5,085	5,350	5,600	6,043	6,546	7,058	7,599	7,837
—Maximum	7,054	7,487	7,723	8,167	8,578	9,248	9,981	10,717	11,630	11,973
Six years (M.A.+30) —Minimum	5,310	5,648	5,705	5,900	6,151	6,585	7,154	7,673	8,266	8,501
—Maximum	8,236	8,650	8,975	9,385	9,808	10,399	11,273	12,002	12,975	13,308
Doctor's degree*** —Minimum	5,417	5,724	5,723	6,057	6,350	6,882	7,471	8,070	8,712	8,943
—Maximum	8,199	8,602	8,917	9,452	9,936	10,751	11,602	12,452	13,461	13,805

*Not all systems report all preparation levels.

**If master's degree is not recognized, 5-year preparation level is used in tabulation of salary data.

***For earned doctor's degree or seven years of preparation.

TABLE 7-A.–COMPARISON OF MEAN SCHEDULED SALARIES, 1962-63 THROUGH 1971-72

Index 1962-63 = 100.0

Preparation level and enrollment stratum	School year									
	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69	1969-70	1970-71	1971-72
1	2	3	4	5	6	7	8	9	10	11
Strata 1, 2, and 3–(enrollment 25,000 or more)										
Number of reporting systems*	127	136	141	150	156	168	168	171	183	180
Mean scheduled salary for:										
Bachelor's degree –Minimum	100.0	103.5	106.8	113.1	118.0	126.5	135.3	145.1	155.3	159.9
–Maximum	100.0	103.8	107.7	114.6	118.5	125.6	133.6	141.4	153.2	157.2
Master's degree** –Minimum	100.0	103.7	107.1	113.0	119.4	128.6	138.1	148.4	159.9	164.8
–Maximum	100.0	104.3	109.0	115.5	121.8	130.1	139.1	148.5	161.8	166.8
Six years (M.A.+30) –Minimum	100.0	105.0	106.2	109.9	116.0	125.1	134.6	143.7	155.0	159.6
–Maximum	100.0	103.9	108.3	112.1	115.1	126.9	135.6	144.6	157.3	161.7
Doctor's degree*** –Minimum	100.0	104.1	105.1	111.9	117.4	127.1	137.0	146.0	158.2	162.7
–Maximum	100.0	104.5	108.8	115.7	122.6	132.0	141.3	149.5	163.9	167.4
Stratum 4–(enrollment 25,000-49,999)										
Number of reporting systems*	198	242	266	300	289	303	324	307	318	316
Mean scheduled salary for:										
Bachelor's degree –Minimum	100.0	105.3	108.4	112.6	117.6	127.0	136.9	147.2	158.1	163.3
–Maximum	100.0	105.1	108.2	111.6	117.2	126.1	135.4	144.7	156.8	161.3
Master's degree** –Minimum	100.0	105.8	108.4	113.4	118.7	129.0	139.9	151.7	163.2	168.2
–Maximum	100.0	105.8	109.7	114.3	120.6	130.6	142.1	153.6	166.6	171.9
Six years (M.A.+30) –Minimum	100.0	107.5	108.3	111.3	116.5	124.9	135.6	146.6	156.8	161.1
–Maximum	100.0	106.0	110.9	115.9	120.2	127.8	138.5	149.0	159.2	164.2
Doctor's degree*** –Minimum	100.0	106.3	105.1	111.0	116.4	127.3	139.7	152.0	163.6	168.0
–Maximum	100.0	103.9	108.1	114.4	119.5	131.0	143.0	155.1	166.8	171.9
Stratum 5–(enrollment 6,000-11,999)										
Number of reporting systems*	232	540	656	621	659	609	707	664	675	683
Mean scheduled salary for:										
Bachelor's degree –Minimum	100.0	107.1	110.6	115.9	120.9	129.4	139.4	149.7	160.7	165.6
–Maximum	100.0	106.7	109.7	115.4	120.3	128.8	137.7	147.1	158.2	162.9
Master's degree** –Minimum	100.0	107.2	110.2	116.2	121.4	130.5	141.6	152.4	164.1	169.3
–Maximum	100.0	108.0	110.9	118.0	123.5	133.0	143.5	153.8	166.7	171.4
Six years (M.A.+30) –Minimum	100.0	106.3	107.4	111.4	115.6	123.3	134.4	143.8	155.4	159.9
–Maximum	100.0	104.8	108.3	113.5	118.5	125.3	136.4	144.4	156.7	160.2
Doctor's degree*** –Minimum	100.0	105.8	105.9	112.1	117.4	126.7	137.1	148.4	160.2	164.4
–Maximum	100.0	105.3	108.7	115.4	121.2	130.5	140.3	150.8	162.4	166.5
Total, Strata 1-5 (enrollment 6,000 or more)										
Number of reporting systems*	557	918	1,063	1,071	1,104	1,080	1,199	1,142	1,176	1,179
Mean scheduled salary for:										
Bachelor's degree –Minimum	100.0	105.4	108.7	113.7	118.8	127.5	137.2	147.4	158.2	163.0
–Maximum	100.0	104.9	108.0	113.0	118.1	126.6	135.2	144.4	155.8	160.3
Master's degree** –Minimum	100.0	105.7	108.7	114.3	119.7	129.1	139.9	150.8	162.4	167.5
–Maximum	100.0	106.1	109.5	115.8	121.6	131.1	141.5	151.9	164.9	169.7
Six years (M.A.+30) –Minimum	100.0	106.4	107.4	111.1	115.8	124.0	134.7	144.5	155.7	160.1
–Maximum	100.0	105.0	109.0	114.0	119.1	126.3	136.9	145.7	157.5	161.6
Doctor's degree*** –Minimum	100.0	105.7	105.6	111.8	117.2	127.0	137.9	149.0	160.8	165.1
–Maximum	100.0	104.9	108.8	115.3	121.2	131.1	141.5	151.9	164.2	168.4

*Not all systems report all preparation levels.

**If master's degree is not received, 5-year preparation level is used in tabulation of salary data.

***For earned doctor's degree or seven years of preparation.

Column 13 gives answers to the question of how many salary steps are credited to newly appointed teachers for previous teaching experience elsewhere. If credited experience differs by preparation level, the bachelor's degree classification is used.

Schedule Derived as an Index to a Base of Reference (col. 14)

If the schedule is derived as an index or ratio to a base of reference on the schedule, this is indicated in column 14. In most index schedules the base is the scheduled minimum for the bachelor's degree, although a number of other methods of derivation are used. If further explanation is necessary, it is indicated with a footnote listed in column 16.

Number of Teachers (col. 15)

The questionnaire asked for the number of full-time teachers as of about October 1, 1970. To be included were all persons devoting one-half time or more to classroom teaching in elementary or secondary schools.

Footnotes (col. 16)

Explanatory footnotes appear at the end of the system-by-system listing, and the applicable footnote numbers are shown in column 16. Footnotes are concerned largely with the effective date of the schedule, an explanation of tenure increments, merit provisions, and the like.

Summary Tables

The summary Tables 2 through 8 and 10 through 22 were compiled from the detailed information shown in the individual listings of systems with enrollments of 6,000. Summary data for the selected suburban systems included in the report are shown in Table 9.

Table 3 gives mean scheduled salaries for reporting systems in each of the five enrollment strata; Table 4 gives median scheduled salaries for the same districts.

Table 5 shows minimum and maximum salaries for all reporting systems in Strata 1 through 5 classified on a regional basis.

Table 6 (6A through 6D) gives distributions, means and medians of the scheduled minimum and maximum salaries for the bachelor's degree, the master's degree, six years of preparation, and the doctor's degree.

Table 7 compares mean scheduled salaries for each enrollment group above 6,000 (Strata 1-5) for the school years 1962-63 to 1971-72.

Table 8 shows the number and percent of reporting systems in Strata 1-5 which schedule salary classes for teachers who do not possess a bachelor's degree or four years of college preparation. Mean minimum and maximum salaries scheduled for nondegree teachers are also shown.

Table 9 presents the mean and median salaries by preparation level for the selected group of suburban systems. It also gives the ranges of low and high salaries scheduled by this group of systems for each of the four preparation levels shown.

Table 10 (10A and 10B) is a tabulation of differentials given in recognition of the master's degree as compared with the bachelor's degree, and of a sixth year of preparation compared with the master's degree or fifth year of preparation for reporting systems in Strata 1-5.

Tables 11 and 12 show the NUMBER of annual increments and the average DOLLAR AMOUNTS, respectively,

TABLE 8.--SALARIES SCHEDULED FOR TEACHERS WITH LESS THAN A BACHELOR'S DEGREE

	ENROLLMENT STRATUM OF REPORTING SYSTEMS						
	1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
TOTAL NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
NUMBER REPORTING SALARY CLASIFICATIONS BELOW THE BACHELOR'S DEGREE	5	14	27	46	109	245	400
PERCENT OF TOTAL	18.5	25.9	27.3	25.6	34.5	35.9	33.9
SALARIES SCHEDULED FOR TEACHERS WITH LESS THAN A BACHELOR'S DEGREE							
MINIMUM SALARY SCHEDULED							
MEAN	$ 5,956	$ 5,293	$ 5,795	$ 5,660	$ 5,517	$ 5,210	$ 5,345
MEDIAN	5,530	5,382	5,900	5,716	5,460	4,976	5,205
RANGE LOW	4,500	3,150	3,200	3,150	2,050	1,800	1,800
HIGH	8,100	7,600	7,596	8,100	9,000	8,360	9,000
MAXIMUM SALARY SCHEDULED							
MEAN	9,298	7,475	8,468	8,256	7,940	7,457	7,679
MEDIAN	8,200	7,567	8,548	8,054	7,580	6,906	7,200
RANGE LOW	6,691	4,550	4,450	4,450	3,840	3,110	3,110
HIGH	12,800	10,455	12,550	12,800	13,760	13,780	13,780

TABLE 9.--SCHEDULED SALARIES FOR CLASSROOM TEACHERS IN
SELECTED SUBURBAN SYSTEMS, 1971-72
BY PREPARATION LEVEL

PREPARATION LEVEL	NUMBER OF REPORTING SYSTEMS	MEAN SCHEDULED SALARY	MEDIAN SCHEDULED SALARY	RANGE	
				LOW	HIGH
BACHELOR'S DEGREE (OR 4 YEARS OF COLLEGE)	169				
MINIMUM		$ 7,837	$ 7,975	$ 6,250	$ 9,000
MAXIMUM		12,140	12,200	8,268	15,938
MASTER'S DEGREE (OR 5 YEARS OF COLLEGE)	169				
MINIMUM		8,774	8,915	7,208	10,600
MAXIMUM		14,674	14,825	9,234	18,615
SIX YEARS OF COLLEGE	161				
MINIMUM		9,457	9,550	7,508	11,511
MAXIMUM		15,894	16,015	9,534	19,635
DOCTOR'S DEGREE (OR 7 YEARS) .	97				
MINIMUM		10,372	10,250	7,920	13,650
MAXIMUM		17,201	17,250	12,750	20,950

for the major preparation levels—bachelor's degree, master's degree, six years, and the doctorate.

Table 13 gives a distribution of the number of increments between minimum and maximum scheduled salaries for the master's degree preparation class. This distribution is shown only for the master's degree level because it is thought to be of greater significance than the bachelor's degree class since some certification laws and procedures limit the number of increments at the bachelor's degree level.

Table 14 gives a distribution of the highest step of the schedule upon which a newly appointed, experienced teacher may enter the system. These data are tabulated only for the bachelor's degree level, but in most cases the same placement regulation applies to all salary classifications.

The number of days on duty, exclusive of paid vacations and holidays, is shown in Table 15. Table 16 shows a distribution of reporting systems according to the highest preparation level recognized for salary purposes.

Table 17 shows a distribution of reporting systems between those having salary schedules for teachers derived on an index or ratio basis and those derived otherwise.

Table 18 distributes reporting systems between those whose salary schedules provide for long-service increments beyond the regularly scheduled maximums and those which do not make such provisions, together with a distribution on the basis of the number of years required before such provisions begin.

Table 19 shows a distribution of schedules from reporting systems which grant additional increments for merit or superior service, and the basis on which such increments are granted.

Table 20 summarizes the salary provisions found in the schedules from reporting systems in all strata queried concerning a salary differential for the sixth year of training, or for the earned doctor's degree or 7 years of college preparation. Some schedules provide salary recognition for a master's degree in the teacher's subject field and some recognize the Education Specialist degree. The number of schedules which have such provisions are too few to justify compilation of a summary tabulation.

Table 21 is made up of two parts. The first part shows the number of full-year preparation levels beyond the bachelor's degree for which salary classes are established; the second part is a tabulation of the number of intermediate preparation levels recognized, that is, those which require less than a full academic year of preparation.

Table 22 is also in two parts. The first part shows the percent of reporting systems which reported salary differentials for men teachers, heads of families, etc. It is presented primarily to show that the practice has all but disappeared. The second part shows the percent of reporting systems with enrollments of 6,000 or more which indicated that teachers are required periodically to submit evidence of professional growth. Less than one-third of the 1,179 systems which stated that such evidence is required.

TABLE 10A.--DISTRIBUTION OF DOLLAR DIFFERENTIALS BETWEEN TEACHER PREPARATION LEVELS, SCHEDULED SALARIES FOR 1971-72

SALARY DIFFERENTIAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MINIMUM SALARY FOR MASTER'S DEGREE AND MINIMUM SALARY FOR BACHELOR'S DEGREE AT STEP 1							
LESS THAN $200	...	3.7	...	1.1	1.3	.4	.8
200- 299	...	3.7	2.0	2.2	3.2	4.8	4.0
300- 399	11.1	5.6	2.0	4.4	4.7	2.5	3.4
400- 499	7.4	7.4	4.0	5.6	4.1	5.0	4.8
500- 599	11.1	14.8	8.1	10.6	7.9	12.7	11.1
600- 699	18.5	14.8	19.2	17.8	25.6	21.1	21.8
700- 799	18.5	13.0	15.2	15.0	13.0	13.6	13.7
800- 899	14.8	14.8	15.2	15.0	10.4	10.2	11.0
900- 999	11.1	9.3	12.1	11.1	6.3	7.5	7.7
1,000- 1,099	...	7.4	5.1	5.0	6.0	7.5	6.7
1,100- 1,199	...	...	5.1	2.8	3.5	3.7	3.5
1,200- 1,299	...	3.7	3.0	2.8	3.2	3.4	3.2
1,300 OR MORE	7.4	1.9	9.1	6.7	10.8	7.6	8.3
TOTAL	99.9	100.1	100.1	100.1	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683	1,179
MEAN DOLLAR DIFFERENTIAL	$ 712	$ 692	$ 823	$ 767	$ 792	$ 770	$ 776
MEDIAN DOLLAR DIFFERENTIAL ...	700	680	780	729	702	700	700
RANGE LOW	300	100	200	100	0	118	0
HIGH	1,520	1,600	1,713	1,713	2,153	2,026	2,153
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MAXIMUM SALARY FOR MASTER'S DEGREE AND MAXIMUM SALARY FOR BACHELOR'S DEGREE AT STEP 1							
LESS THAN $500	...	...	...	...	1.6	2.8	2.0
500- 599	...	3.7	3.0	2.8	.3	2.8	2.1
600- 699	11.1	5.6	2.0	4.4	2.5	3.4	3.3
700- 799	11.1	7.4	5.1	6.7	2.5	3.8	3.9
800- 899	11.1	5.6	8.1	7.8	10.5	11.3	10.5
900- 999	7.4	11.1	10.1	10.0	7.6	7.2	7.7
1,000- 1,099	3.7	9.3	...	3.3	5.7	8.7	7.1
1,100- 1,199	3.7	7.4	3.0	4.4	4.8	5.1	4.9
1,200- 1,399	11.1	11.1	7.1	8.9	9.2	8.4	8.7
1,400- 1,599	7.4	5.6	15.2	11.1	8.6	5.6	7.2
1,600- 1,799	3.7	7.4	7.1	6.7	5.4	5.1	5.4
1,800- 1,999	11.1	3.7	7.1	6.7	5.1	6.2	5.9
2,000 OR MORE	18.5	22.2	32.3	27.2	36.2	29.8	31.1
TOTAL	99.9	100.1	100.1	100.0	100.0	100.2	99.8
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	315	682	1,177
MEAN DOLLAR DIFFERENTIAL	$ 1,486	$ 1,490	$ 1,707	$ 1,609	$ 1,765	$ 1,644	$ 1,671
MEDIAN DOLLAR DIFFERENTIAL ...	1,240	1,206	1,535	1,400	1,517	1,275	1,390
RANGE LOW	600	511	500	500	300	200	200
HIGH	5,101	4,778	3,925	5,101	5,373	5,470	5,470

TABLE 10B.--DISTRIBUTION OF DOLLAR DIFFERENTIALS BETWEEN TEACHER PREPARATION LEVELS, SCHEDULED SALARIES FOR 1971-72

SALARY DIFFERENTIAL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MINIMUM SALARY FOR SIX YEARS OF PREPARATION AND MINIMUM FOR MASTER'S DEGREE AT STEP 1							
NO DIFFERENTIAL	12.0	10.9	12.9	12.2	10.8	11.6	11.5
LESS THAN $200	4.0	6.5	1.2	3.2	2.6	1.5	2.1
200- 299	...	15.2	3.5	6.4	6.0	4.9	5.5
300- 399	20.0	10.9	11.8	12.8	6.3	8.2	8.4
400- 499	8.0	10.9	12.9	11.5	13.4	11.2	11.9
500- 599	16.0	15.2	12.9	14.1	14.9	15.0	14.8
600- 699	4.0	10.9	9.4	9.0	11.9	17.3	14.4
700- 799	16.0	4.3	8.2	8.3	14.2	10.1	10.9
800- 899	4.0	10.9	12.9	10.9	7.1	8.0	8.2
900- 999	8.0	2.2	3.5	3.8	5.6	4.6	4.7
1,000- 1,099	4.0	2.2	4.7	3.8	3.0	3.8	3.6
1,100- 1,199	...	...	4.7	2.6	1.5	1.5	1.7
1,200 OR MORE	4.0	...	1.2	1.3	2.6	2.3	2.2
TOTAL	100.0	100.1	99.8	99.9	99.9	100.0	99.9
NUMBER OF SYSTEMS REPORTING	25	46	85	156	268	526	950
MEAN DOLLAR DIFFERENTIAL	$ 541	$ 438	$ 553	$ 517	$ 554	$ 549	$ 545
MEDIAN DOLLAR DIFFERENTIAL	500	433	548	509	539	550	542
RANGE LOW	0	0	0	0	0	0	0
HIGH	1,500	1,000	1,449	1,500	1,800	1,972	1,972
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MAXIMUM SALARY FOR SIX YEARS OF PREPARATION AND MAXIMUM FOR MASTER'S DEGREE AT STEP 1							
LESS THAN $300	4.0	13.0	4.7	7.1	4.9	4.7	5.1
300- 399	12.0	6.5	8.2	8.3	4.9	4.9	5.5
400- 499	4.0	6.5	9.4	7.7	8.2	6.4	7.1
500- 599	12.0	8.7	3.5	6.4	7.5	9.8	8.6
600- 699	16.0	6.5	3.5	6.4	8.2	9.8	8.8
700- 799	16.0	13.0	12.9	13.5	9.7	10.8	10.9
800- 899	12.0	8.7	4.7	7.1	4.1	5.8	5.6
900- 999	12.0	2.2	5.9	5.8	9.4	7.5	7.8
1,000- 1,099	...	10.9	4.7	5.8	4.9	7.4	6.4
1,100- 1,199	4.0	2.2	7.1	5.1	5.6	7.5	6.6
1,200- 1,299	4.0	...	8.2	5.1	5.2	5.8	5.6
1,300- 1,399	...	2.2	4.7	3.2	3.0	3.4	3.3
1,400 OR MORE	4.0	19.6	22.4	18.6	24.3	16.0	18.8
TOTAL	100.0	100.0	99.9	100.1	99.9	99.8	100.1
NUMBER OF SYSTEMS REPORTING	25	46	85	156	267	530	953
MEAN DOLLAR DIFFERENTIAL	$ 711	$ 942	$ 1,047	$ 962	$ 1,031	$ 941	$ 970
MEDIAN DOLLAR DIFFERENTIAL	700	713	960	800	920	858	870
RANGE LOW	260	200	200	200	132	0	0
HIGH	1,500	2,880	2,795	2,880	2,999	3,687	3,687

TABLE 11.--MEAN AND MEDIAN NUMBER OF INCREMENTS IN 1971-72 SALARY SCHEDULES, BY TEACHER PREPARATION LEVEL

TEACHER PREPARATION LEVEL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
BACHELOR'S DEGREE							
MEAN NUMBER OF INCREMENTS .	12	11	11	11	11	11	11
MEDIAN NUMBER OF INCREMENTS	12	12	11	11	11	11	11
RANGE LOW	6	4	5	4	3	2	2
HIGH	15	18	22	22	18	25	25
MASTER'S DEGREE							
MEAN NUMBER OF INCREMENTS .	13	12	12	13	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	12	12	12	13	13	13
RANGE LOW	8	7	6	6	6	3	3
HIGH	18	19	22	22	19	25	25
SIX YEARS OF COLLEGE							
MEAN NUMBER OF INCREMENTS .	13	13	13	13	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	13	13	13	13	13	13
RANGE LOW	8	8	7	7	6	3	3
HIGH	18	20	22	22	21	25	25
DOCTOR'S DEGREE (OR 7 YEARS)							
MEAN NUMBER OF INCREMENTS .	13	13	13	13	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	13	13	13	13	13	13
RANGE LOW	8	7	7	7	6	6	6
HIGH	19	21	22	22	22	25	25

TABLE 12.--MEAN AND MEDIAN AMOUNT OF INCREMENTS IN 1971-72 SALARY SCHEDULES, BY TEACHER PREPARATION LEVEL

TEACHER PREPARATION LEVEL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
BACHELOR'S DEGREE							
MEAN AMOUNT	$ 359	$ 310	$ 313	$ 319	$ 309	$ 295	$ 303
MEDIAN AMOUNT	350	299	300	312	320	300	309
RANGE LOW	200	110	96	96	72	60	60
HIGH	548	662	644	662	702	731	731
MASTER'S DEGREE							
MEAN AMOUNT	387	342	346	351	348	329	338
MEDIAN AMOUNT	360	325	348	348	360	346	350
RANGE LOW	213	110	104	104	72	50	50
HIGH	635	688	811	811	770	844	844
SIX YEARS							
MEAN AMOUNT	405	371	384	383	386	368	375
MEDIAN AMOUNT	398	364	368	370	385	379	380
RANGE LOW	207	153	170	153	72	59	59
HIGH	622	712	811	811	776	844	844
DOCTOR'S DEGREE (OR 7 YEARS)							
MEAN AMOUNT	396	363	373	374	380	363	370
MEDIAN AMOUNT	360	355	359	359	380	370	369
RANGE LOW	207	133	184	133	100	75	75
HIGH	662	738	698	738	783	860	860

TABLE 13.--NUMBER OF INCREMENTS BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES, 1971-72, MASTER'S DEGREE TEACHER PREPARATION LEVEL
PERCENTAGE DISTRIBUTION

NUMBER OF INCREMENTS	ENROLLMENT STRATUM						
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
FEWER THAN 7 INCREMENTS	...	...	2.0	1.1	1.3	2.6	2.0
7 INCREMENTS	...	3.8	2.0	2.2	.3	1.0	1.0
8 INCREMENTS	3.7	3.8	2.0	2.8	1.9	.7	1.4
9 INCREMENTS	...	1.9	4.0	2.8	3.8	4.5	4.1
10 INCREMENTS	7.4	17.0	10.1	11.7	9.5	9.5	9.9
11 INCREMENTS	7.4	11.3	21.2	16.2	16.2	14.5	15.2
12 INCREMENTS	22.2	15.1	12.1	14.5	15.6	13.2	14.0
13 INCREMENTS	18.5	11.3	12.1	12.8	18.7	17.3	17.0
14 INCREMENTS	14.8	18.9	10.1	13.4	13.7	14.5	14.1
15 INCREMENTS	18.5	11.3	13.1	13.4	9.2	12.6	11.8
16 INCREMENTS	...	1.9	5.1	3.4	6.0	5.1	5.1
17 INCREMENTS	3.7	...	2.0	1.7	1.0	1.6	1.4
18 INCREMENTS	3.7	1.9	2.0	2.2	2.2	1.5	1.8
19 INCREMENTS	...	1.9	1.0	1.1	.6	.7	.8
20 INCREMENTS	...	...	...	...	...	.1	.1
21 INCREMENTS	...	...	...	...	...	.1	.1
22 OR MORE	...	...	1.0	.6	...	.3	.3
TOTAL	99.9	100.1	99.8	99.9	100.0	99.8	100.1
TOTAL NUMBER OF REPORTING SYSTEMS	27	53	99	179	315	683	1,177
MEDIAN NUMBER OF INCREMENTS ...	13	12	12	12	13	13	13
MEAN NUMBER OF INCREMENTS	13	12	12	13	13	13	13

TABLE 14.--HIGHEST STEP PLACEMENT FOR NEW TEACHERS WITH EXPERIENCE, 1971-72
BACHELOR'S DEGREE PREPARATION LEVEL
PERCENTAGE DISTRIBUTION

STEP PLACEMENT (BACHELOR'S DEGREE PREPARATION CLASS)	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
BELOW STEP 5	3.7	3.7	...	1.7	.6	1.5	1.3
STEP 5	3.7	5.6	7.1	6.1	4.7	5.0	5.1
STEP 6	25.9	11.1	26.3	21.7	12.7	10.4	12.7
STEP 7	7.4	13.0	6.1	8.3	13.0	8.6	9.8
STEP 8	7.4	9.3	3.0	5.6	3.5	4.4	4.3
STEP 9	7.4	3.7	4.0	4.4	3.8	4.5	4.3
STEP 10	11.1	7.4	5.1	6.7	3.8	4.7	4.7
STEP 11 OR HIGHER BUT NOT TO MAXIMUM OF PREPARATION CLASS	11.1	3.7	11.1	8.9	7.3	6.4	7.0
FULL CREDIT TO MAXIMUM OF PREPARATION CLASS	22.2	42.6	37.4	36.7	50.6	54.5	50.7
TOTAL	99.9	100.1	100.1	100.1	100.0	100.0	99.9
NUMBER OF REPORTING SYSTEMS ...	27	54	99	180	316	683	1,179

TABLE 15.--NUMBER OF DAYS ON DUTY FOR CLASSROOM TEACHERS, 1971-72
PERCENTAGE DISTRIBUTION

NUMBER OF DAYS ON DUTY	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
FEWER THAN 180	...	13.0	12.1	10.6	8.2	8.9	9.0
180-184	22.2	33.3	42.4	36.7	43.0	41.6	41.2
185-189	22.2	25.9	19.2	21.7	27.8	31.0	28.8
190-194	33.3	16.7	22.2	22.2	15.5	14.3	15.9
195-199	22.2	9.3	4.0	8.3	3.2	2.0	3.3
200 OR MORE DAYS	...	1.9	...	.6	2.2	2.0	1.9
TOTAL	99.9	100.1	99.9	100.1	99.9	99.8	100.1
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683	1,179

TABLE 16.--PERCENTAGE DISTRIBUTION OF 1971-72 SCHEDULES FOR CLASSROOM TEACHERS BY HIGHEST PREPARATION LEVEL RECOGNIZED

HIGHEST TEACHER PREPARATION RECOGNIZED IN SCHEDULE	ENROLLMENT STRATUM						
	1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
MASTER'S DEGREE	...	3.7	7.1	5.0	5.7	11.4	8.9
MORE THAN 5 YEARS BUT LESS THAN 6	...	...	1.0	.6	3.5	4.2	3.5
SIX YEARS	11.1	16.7	14.1	14.4	31.0	28.8	27.2
MORE THAN 6 YEARS BUT LESS THAN SEVEN YEARS	...	1.9	4.0	2.8	6.6	6.1	5.8
SEVEN YEARS	7.4	...	6.1	4.4	3.2	4.8	4.3
EARNED DOCTOR'S DEGREE	81.5	77.8	67.7	72.8	50.0	44.5	50.3
EDUCATIONAL SPECIALIST	...	...	...	...	...	...	...
TOTAL	100.0	100.1	100.0	100.0	100.0	99.8	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683	1,179

TABLE 17.--PERCENT OF 1971-72 SALARY SCHEDULES FOR CLASSROOM TEACHERS DERIVED FROM AN INDEX OR RATIO BASIS

SCHEDULES DERIVED FROM AN INDEX OR RATIO	ENROLLMENT STRATUM						
	1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
NO	85.2	90.7	77.8	82.8	71.5	80.2	78.3
YES	14.8	9.3	22.2	17.2	28.5	19.8	21.7
B.A. MIN. = 1.00	14.8	9.3	21.2	16.7	27.2	19.3	21.0
MIN. EACH CLASS = 1.00 ...	...	...	...	...	.3	.1	.2
M.A. MIN. = 1.00	...	...	1.0	.6	.3	.1	.3
M.A. MAX. = 1.00	...	...	...	...	.3	...	.1
OTHER	...	...	...	...	.3	.1	.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179

TABLE 18.--PROVISIONS FOR LONG SERVICE INCREMENTS BEYOND REGULARLY SCHEDULED MAXIMUMS, SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72

PERCENTAGE DISTRIBUTION

	ENROLLMENT STRATUM						
ITEM	1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
LONG-SERVICE INCREMENTS PROVIDED BEYOND REGULARLY SCHEDULED MAXIMUMS							
NO	51.9	68.5	73.7	68.9	71.5	76.4	74.0
YES	48.1	31.5	26.3	31.1	28.5	23.6	26.0
INCREMENTS START BEFORE 20 YEARS	22.2	13.0	13.1	14.4	18.7	16.5	16.8
INCREMENTS START BETWEEN 20 AND 24 YEARS	22.2	11.1	12.1	13.3	8.2	5.9	7.6
INCREMENTS START BETWEEN 25 AND 29 YEARS	...	7.4	1.0	2.8	1.6	.9	1.4
INCREMENTS START BETWEEN 30 AND 34 YEARS	3.7	...	...	.6	...	.3	.3
INCREMENTS START AFTER 34 YEARS	...	...	...	...	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179

TABLE 19.--PROVISIONS FOR ADDITIONAL COMPENSATION FOR SUPERIOR SERVICE, SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72

PERCENTAGE DISTRIBUTION

ITEM	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
SCHEDULED MAXIMUMS MAY BE EXCEEDED FOR MERITORIOUS SERVICE							
NO	100.0	98.1	93.9	96.1	93.0	90.6	92.1
YES	...	1.9	6.1	3.9	7.0	9.4	7.9
BY BOARD ACTION--DETAILS USUALLY NOT STATED	...	1.9	3.0	2.2	4.1	6.0	4.9
BY ACCELERATION BUT NOT TO EXCEED REGULAR MAXIMUM	...	...	1.0	.6	.6	1.2	.9
BY STATED DOLLAR AMOUNTS	...	...	2.0	1.1	2.2	2.2	2.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683	1,179

TABLE 20.--SALARY PROVISIONS FOR ADVANCED COLLEGE TRAINING AND TENURE, SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72
PERCENTAGE DISTRIBUTION

PROVISION	ENROLLMENT STRATUM						
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
1. SALARY CLASS RECOGNIZED FOR SIX YEARS OF COLLEGE (M.A. PLUS 30 HRS OR B.A. PLUS 60 HRS)							
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
NO	7.4	16.7	14.1	13.9	16.8	23.1	20.0
YES	92.6	83.3	85.9	86.1	83.2	76.9	80.0
RECOGNIZED AT STEP 1 ..	88.9	75.9	73.7	76.7	72.8	68.5	70.9
RECOGNIZED AT STEPS 2 OR 3	3.7	...	3.0	2.2	2.2	1.2	1.6
RECOGNIZED AT STEPS 4 OR 5	...	5.6	5.1	4.4	6.0	4.4	4.8
RECOGNIZED AT STEP 6 OR HIGHER	...	1.9	4.0	2.8	2.2	2.8	2.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2. SALARY CLASS RECOGNIZED FOR DOCTOR'S DEGREE OR 7 YEARS OF COLLEGE PREPARATION							
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
NO	14.8	22.2	29.3	25.0	47.8	52.1	46.8
YES	85.2	77.8	70.7	75.0	52.2	47.9	53.2
RECOGNIZED AT STEP 1 ..	85.2	70.4	60.6	67.2	47.5	42.5	47.6
RECOGNIZED AT STEPS 2 OR 3	...	...	1.0	.6	.3	.3	.3
RECOGNIZED AT STEPS 4 OR 5	...	3.7	3.0	2.8	2.2	3.4	3.0
RECOGNIZED AT STEP 6 OR HIGHER	...	3.7	6.1	4.4	2.2	1.8	2.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 21.--SALARY CLASSES FOR LEVELS OF PREPARATION BEYOND THE BACHELOR'S DEGREE, 1971-72 SALARY SCHEDULES FOR CLASSROOM TEACHERS
NUMBER OF CLASSES

PREPARATION LEVEL	ENROLLMENT STRATUM 1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
RECOGNITION OF FULL-YEAR ADVANCED PREPARATION LEVELS BEYOND THE BACHELOR'S DEGREE							
M.A. (OR 5 YEARS) ONLY	...	4	8	12	31	110	153
M.A. (OR 5 YEARS) AND SIX YEARS	3	9	21	33	119	242	394
M.A. (OR 5 YEARS) AND DOCTOR'S DEGREE (OR 7 YEARS)	2	5	6	13	21	49	83
M.A. (OR 5 YEARS) SIX YEARS AND DOCTOR'S DEGREE OR 7 YEARS ...	21	29	54	104	124	241	469
M.A., SIX YEARS,7 YEARS AND DOCTOR'S DEGREE	1	7	10	18	21	41	80
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
RECOGNITION OF INTERMEDIATE LEVELS (REQUIRING LESS THAN FULL ACADEMIC YEAR) BEYOND THE BACHELOR'S DEGREE							
NONE RECOGNIZED	16	29	44	89	119	293	501
BETWEEN B.A. (OR 4 YEARS) AND M.A. (OR 5 YEARS) ..	8	25	51	84	185	362	631
BETWEEN M.A. (OR 5 YEARS) AND 6 YEARS	6	16	46	68	160	327	555
BETWEEN SIX YEARS AND DOCTOR'S DEGREE (OR 7 YEARS)	3	5	17	25	53	126	204
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179

TABLE 22.--SELECTED ADMINISTRATIVE PROVISIONS IN 1971-72 SALARY SCHEDULES
PERCENTAGE DISTRIBUTION

	ENROLLMENT STRATUM						
	1-- 100,000 OR MORE	2-- 50,000-99,999	3-- 25,000-49,999	TOTAL, 1,2, AND 3	4-- 12,000-24,999	5-- 6,000-11,999	TOTAL, 1 THRU 5
1. ADDITIONAL COMPENSATION PROVIDED FOR MEN TEACHERS OR 'HEAD OF FAMILY'							
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
NO	100.0	100.0	100.0	100.0	99.7	99.7	99.7
YES	...	...	...	...	.3	.3	.3
FOR ALL MEN TEACHERS ...	...	...	...	...	...	...	...
HEAD OF FAMILY							
FOR MEN TEACHERS ONLY ..	...	...	...	...	...	...	...
FOR MEN OR WOMEN TEACHERS	...	...	...	...	.3	.3	.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2. TEACHERS REQUIRED PERIODICALLY TO SUBMIT EVIDENCE OF PROFESSIONAL GROWTH							
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
YES	44.4	22.2	29.3	29.4	28.2	30.0	29.4
NO	55.6	77.8	70.7	70.6	71.8	70.0	70.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ALABAMA						
1 ANNISTON (7,074)	$5,915	$ 7,015	$6,670	$ 7,900	$ 6,870	$ 8,100
2 BALDWIN CO., BAY MINETTE (14,505)	6,462	7,062	7,355	8,155	...	...
3 BESSEMER (7,602)	6,300	8,220	7,000	9,240	7,300	9,860
4 BIRMINGHAM (65,000)	6,444	8,352	7,362	9,333	7,677	9,666
5 CALHOUN CO. (EXCL. ANNISTON) (10,584)	6,150	6,762	7,200	7,809	...	...
6 CULLMAN CO. (EXCL. CULLMAN) (8,816)	6,204	6,648	7,296	7,740	7,692	8,136
7 DECATUR (9,380)	6,575	7,585 7,705(20 YRS)	7,520	8,630 8,750(20 YRS)	7,940	9,050 9,170(20 YRS)
8 DE KALB CO. (EXCL. FT. PAYNE) (8,311)	6,086	6,625	7,166	7,685	8,045	...
9 DOTHAN (8,266)	6,430	7,390	7,880	8,480	...	...
10 ELMORE CO., WETUMPKA (7,109)	6,323	6,623	7,382	7,682	7,382	7,982
11 FLORENCE (7,739)	6,564	7,488	7,624	8,579	...	...
12 GADSDEN (11,447)	6,120	7,120	6,934	8,134	...	...
13 HUNTSVILLE (36,569)	6,572	9,032	7,394	9,854	...	...
14 JACKSON CO. (EXCL. SCOTTSBORO) (6,795)	6,068	6,623	7,127	7,682	...	...
15 JEFFERSON CO (EXCL. BIRMINGHAM) (60,523)	6,218	8,083	7,171	9,079	7,411	9,304
16 LAUDERDALE CO. (EXCL. FLORENCE) (8,526)	5,980	6,596	7,008	7,625	7,208	7,825
17 LAWRENCE CO., MOULTON (7,089)	6,072	6,623	7,190	7,682	7,990	8,482
18 MADISON CO., (EXCL. HUNTSVILLE) (10,958)	6,670	7,680	7,526	8,676	7,526 8,426(4)	9,176
19 MARSHALL CO., GUNTERSVILLE (8,773)	5,996	6,649	7,084	7,736	7,214	7,866
20 MOBILE (69,254)	6,210	7,640 7,860(16 YRS)	6,964	8,394 8,614(16 YRS)	...	...
21 MONTGOMERY CO. (38,588)	6,600	7,176 7,560(24 YRS)	7,452	8,076 8,556(24 YRS)	...	...
22 MORGAN CO. (EXCL. DECATUR) (8,945)	6,129	6,718	7,192	7,791	...	...
23 PHENIX CITY (6,221)	6,324	6,864	7,248	7,908	7,524	8,184
24 SELMA (6,410)	6,350	7,150	7,150	8,150	7,350	8,350
25 TALLADEGA CO. (EXCL. TALLADEGA) (9,300)	6,170	6,770	7,137	7,777	7,237	7,877
26 TUSCALOUSA (12,736)	6,000	7,020	6,800	8,160	7,100	8,460
27 WALKER CO. (EXCL. JASPER) (10,431)	5,781	6,623	6,808	7,682	...	...
ALASKA						
28 ANCHORAGE (31,880)	10,350	13,248	11,799	16,146	13,248	18,941
29 FAIRBANKS (8,575)	10,500	13,440 14,240(15 YRS)	11,970	16,905 17,705(15 YRS)	13,440	19,215 20,015(15 YRS)
ARIZONA						
30 AMPHITHEATER, TUCSON (7,620)	6,900	11,258	7,540	13,790	8,040	14,290
31 CARTWRIGHT (ELEM.) (11,238)	6,100	9,394	6,832	12,214	7,198	13,358
32 FLAGSTAFF (8,074)	6,650	9,643	7,315	11,039	7,980	13,300
33 GLENDALE (H.S.) (11,160)	7,282	11,040	7,400	13,749	8,584	14,415

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	BACHELOR'S AVE.	MASTER'S NO.	MASTER'S AVE.	SIX YEARS NO.	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$ 8,100	6 YRS	6	$183	7	$176	7	$176	FULL CREDIT	NO	280		1
$ 8,155	M.A.	6	$100	6	$100	...	...	FULL CREDIT	NO	558		2
$ 9,860	6 YRS	16	$120	16	$140	16	$160	STEP 5	NO	357		3
$ 9,999	DOC.	11	$173	11	$179	11	$181	FULL CREDIT	NO	2,600	4	4
$ 7,809	M.A.	9	$ 68	9	$ 68	...	...	STEP 7	NO	460		5
$ 8,136	6 YRS	4	$111	4	$111	4	$111	FULL CREDIT	NO	356	3	6
$ 8,990	6 YRS	11	$ 92	11	$101	11	$101	FULL CREDIT	NO	452		7
$ 8,045	6 YRS	5	$108	5	$ 72	...	...	FULL CREDIT	NO	349	3	8
$ 8,480	M.A.	12	$ 80	12	$ 50	...	...	FULL CREDIT	NO	350	3	9
$ 7,982	6 YRS	5	$ 60	5	$ 60	5	$120	FULL CREDIT	NO	231	3	10
$ 8,579	M.A.	6	$154	6	$159	...	...	FULL CREDIT	NO	329		11
$ 8,134	6 YRS	10	$100	11	$109	...	...	STEP 6	NO	485	3	12
$ 9,854	M.A.	12	$205	12	$205	...	...	STEP 11	NO	1,437	3	13
$ 7,682	M.A.	5	$111	5	$111	...	...	STEP 6	NO	255		14
$ 9,656	DOC.	10	$187	10	$191	10	$189	FULL CREDIT	NO	2,275	3	15
$ 7,825	6 YRS	5	$123	5	$123	5	$123	STEP 5	NO	381	3	16
$ 8,482	6 YRS	3	$184	3	$164	3	$164	STEP 5	NO	301	3	17
$ 9,176	6 YRS	8	$126	8	$144	8	$206	STEP 8	NO	508	3	18
$ 7,866	6 YRS	4	$163	4	$163	4	$163	FULL CREDIT	NO	353	3	19
$ 8,394	M.A.	13	$110	13	$110	...	...	STEP 9	NO	2,599		20
$ 8,556	M.A.	6	$ 96	6	$104	...	...	STEP 5	NO	1,511	3	21
$ 7,791	M.A.	6	$ 98	6	$100	...	...	FULL CREDIT	NO	435	3	22
$ 8,184	6 YRS	9	$ 60	11	$ 60	11	$ 60	STEP 7	NO	238	3, 4	23
$ 8,350	6 YRS	8	$100	10	$100	10	$100	STEP 8	NO	273		24
$ 7,877	6 YRS	8	$ 75	8	$ 80	8	$ 80	FULL CREDIT	NO	365	3	25
$ 8,460	6 YRS	12	$ 85	16	$ 85	16	$ 85	FULL CREDIT	NO	473	3	26
$ 7,682	M.A.	7	$120	7	$125	...	...	FULL CREDIT	NO	410		27
$20,700	7 YRS	5	$580	8	$543	11	$518	STEP 5	NO	1,440		28
$21,000	DOC.	5	$588	9	$548	11	$525	STEP 5	NO	403		29
$15,150	DOC.	10	$436	14	$446	14	$446	STEP 5	NO	316		30
$14,060	6 YRS +	9	$366	13	$414	14	$440	STEP 3	B.A. MIN. = 1.00	441		31
$13,300	6 YRS	9	$333	10	$372	11	$484	STEP 6	NO	428		32
$14,859	7 YRS	9	$418	12	$529	12	$486	STEP 5	M.A. MIN. = 1.00	489		33

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
ARIZONA (CONTINUED)						
34 MADISON DIST. 38, PHOENIX (ELEM) (6,600)	$6,800	$ 8,255	$7,500	$11,240	$ 8,100	$12,900
35 MESA (21,520)	6,875	8,385	7,670	11,125	8,465	13,815
36 PHOENIX DIST. 1 (ELEM.) (11,004)	6,750	9,450	7,358	12,083	7,695	13,264
37 PHOENIX (H.S) (29,062)	7,102	10,889	7,575	13,730	8,048	14,203
38 ROOSEVELT DIST., PHOENIX (ELEM) (10,408)	6,400	8,704	7,040	11,616	7,680	12,672
39 SCOTTSDALE (28,734)	6,650	9,842	7,182	12,369	7,714	13,699
40 SUNNYSIDE (7,351)	6,900	9,858	7,482	12,472	7,870	13,488
41 TEMPE (ELEM.) (10,400)	6,900	9,971	7,314	12,403	7,920	14,107
42 TUCSON (56,538)	7,100	11,054 11,254(25 YRS)	7,250	13,384 11,584(25 YRS)	7,350	13,914 14,114(25 YRS)
43 WASHINGTON DIST.6,PHOENIX(ELEM) (19,570)	6,125	8,423	6,753	11,582	7,519	12,787
44 YUMA (ELEM.) (6,397)	6,592	11,438	7,238	12,080	7,607	12,453
ARKANSAS						
45 BLYTHEVILLE (6,532)	6,012	7,200	6,312	7,632	...	...
46 FORREST CITY (6,008)	6,400	7,200	6,700	7,500	...	...
47 FORT SMITH (13,312)	6,050	7,744	6,260	8,702	...	...
48 HOT SPRINGS (6,213)	6,350	7,100	6,750	7,600	6,950	7,900
49 LITTLE ROCK (24,454)	5,800	6,670	6,380	8,468	6,960	9,396
50 NORTH LITTLE ROCK (13,088)	6,120	7,128	6,420	7,428	6,720	7,728
51 SPRINGDALE (6,716)	5,500	7,100	5,800	7,400	...	...
52 TEXARKANA (6,500)	6,250	6,910	6,500	7,340	6,700	7,540
CALIFORNIA						
53 ABC DIST., ARTESIA (18,547)	7,250	9,425	8,773	12,760 13,485(25 YRS)	9,788	14,500 15,225(25 YRS)
54 ACALANES DIST., LAFAYETTE(H.S.) (7,275)	7,535	10,755	8,615	13,215	9,695	15,215
55 ALAMEDA (12,637)	7,204	9,365	8,644	12,606	8,644 10,805(3)	15,127
56 ALHAMBRA (18,036)	7,360	9,500	8,330	11,700	9,300	14,210
57 ALUM ROCK, SAN JOSE (ELEM.) (15,945)	7,598	10,159 11,679(26 YRS)	9,135	13,147 14,667(26 YRS)	9,442 11,468(3)	15,196 16,712(26 YRS)
58 ANAHEIM (ELEM.) (13,174)	7,569	10,222	8,931	13,851	9,461	15,291
59 ANAHEIM (H.S.) (36,655)	7,350	13,694 14,294(24 YRS)	8,872	15,216 15,816(24 YRS)	9,813	16,176 16,776(24 YRS)
60 ANTELOPE VALLEY, LANCASTER (H.S.) (6,968)	7,562	9,240	9,150	14,413	10,208	15,472
61 ARCADIA (10,148)	7,400	10,696	8,027	12,484	8,848	13,761
62 AZUSA (12,727)	7,328	9,965	8,428	12,162	9,528	14,656
63 BAKERSFIELD (ELEM.) (23,258)	6,909	9,727	7,812	... 11,829(MERIT)	8,430	13,170
64 BALDWIN PARK (12,816)	7,104	9,600	7,944	12,624	8,784	14,166
65 BARSTOW (10,208)	7,150	10,650	8,650	13,150 13,650(12 YRS)	9,150	13,650 14,650(15 YRS)
66 BASSETT, LA PUENTE (8,586)	7,350	11,159 12,009(20 YRS)	8,448	14,073 14,923(20 YRS)	8,849	14,741 15,591(20 YRS)
67 BELLFLOWER (12,428)	7,144	10,174	8,143	12,898	8,476	13,904

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT	SCHEDULE DERIVED	NUMBER OF	FOOTNOTES	
SCHEDULED AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	FOR EXPERIENCE B.A. SCALE	AS INDEX TO BASE OF REFERENCE	TEACHERS		
8	9	10		11		12		13	14	15	16	
$12,900	6 YRS	6	$242	11	$340	12	$400	STEP 4	NO	291		34
$13,815	6 YRS	5	$302	10	$345	13	$411	STEP 6	NO	928		35
$13,264	M. A. +	8	$338	10	$472	11	$506	STEP 6	B.A. MIN. = 1.00	521	11	36
$15,150	DOC.	8	$473	13	$473	13	$473	STEP 6	M.A. MIN. = 1.00	1,069		37
$12,992	6 YRS +	6	$384	11	$416	12	$416	STEP 5	NO	455		38
$15,594	DOC.	8	$399	12	$432	12	$499	STEP 5	B.A. MIN. = 1.00	1,173		39
$15,012	DOC.	7	$423	11	$454	12	$468	STEP 6	B.A. MIN. = 1.00	280	6	40
$14,925	6 YRS +	8	$384	12	$424	11	$562	STEP 4	NO	500	4	41
$14,479	DOC.	...	...	...	...	...	...	STEP 6	NO	2,357		42
$12,787	6 YRS	6	$383	11	$439	12	$439	STEP 3	NO	868		43
$12,453	6 YRS	15	$323	15	$323	15	$323	STEP 11	NO	277		44
$ 7,632	M.A.	11	$108	11	$120	...	...	FULL CREDIT	NO	255	4	45
$ 7,500	M.A.	8	$100	8	$100	...	...	STEP 5	NO	233		46
$ 8,702	M.A.	10	$169	12	$204	...	...	FULL CREDIT	MIN. EA. CLASS = 1.00	555		47
$ 7,900	6 YRS	12	$ 63	14	$ 61	16	$ 59	STEP 8	NO	248		48
$ 9,396	6 YRS	5	$174	12	$174	14	$174	FULL CREDIT	NO	1,040	24	49
$ 7,728	6 YRS	14	$ 72	14	$ 72	14	$ 72	STEP 7	NO	568		50
$ 7,550	M. A. +	17	$ 94	17	$ 94	...	...	FULL CREDIT	NO	282		51
$ 7,540	6 YRS	11	$ 60	14	$ 60	14	$ 60	FULL CREDIT	NO	265	4	52
$14,500	6 YRS	6	$363	11	$362	13	$362	STEP 6	NO	653	3	53
$15,755	6 YRS +	7	$460	10	$460	12	$460	STEP 6	NO	301	8	54
$15,427	6 YRS +	6	$360	11	$360	14	$463	STEP 7	NO	498	3	55
$15,630	6 YRS +	6	$357	8	$421	10	$491	STEP 5	NO	676	9	56
$15,196	6 YRS	6	$427	9	$446	10	$575	STEP 5	NO	626		57
$15,291	6 YRS	7	$379	10	$492	11	$530	STEP 6	NO	502		58
$16,176	6 YRS	16	$396	16	$396	16	$398	STEP 6	NO	1,550		59
$15,972	DOC.	4	$420	12	$439	12	$439	FULL CREDIT	NO	304	8	60
$15,605	DOC.	10	$330	12	$371	12	$409	STEP 7	NO	410	3	61
$14,656	6 YRS	9	$293	11	$340	11	$466	STEP 6	NO	485	3	62
$13,170	6 YRS	12	$235	13	$309	13	$364	STEP 5	NO	950	3,11	63
$14,166	6 YRS	8	$312	13	$360	13	$414	STEP 5	NO	449	3	64
$14,150	DOC.	7	$500	9	$500	9	$500	STEP 6	NO	417	3	65
$14,741	6 YRS	9	$423	11	$511	11	$536	STEP 5	B.A. MIN. = 1.00	338	3	66
$14,453	6 YRS +	10	$303	13	$366	14	$388	STEP 7	NO	544	3	67

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
CALIFORNIA (CONTINUED)						
68 BERKELEY (15,207)	$7,610	$10,955	$8,790	$13,874	$ 9,635	$16,211
69 BONITA, SAN DIMAS (7,575)	7,360	9,627	8,464	11,908	9,862	14,720
70 BURBANK (15,183)	7,727	11,987	9,365	13,997	9,819	14,993
71 CAJON VALLEY DIST., EL CAJON (ELEM.) (12,757)	7,264	9,590 10,490(25 YRS)	8,572	12,929 13,829(25 YRS)	9,010	14,675 15,575(25 YRS)
72 CAMPBELL (ELEM.) (11,100)	7,200	11,462	8,784	14,112	10,152	16,013 17,309(26 YRS)
73 CAMPBELL (H.S.) (13,918)	7,678	12,614	8,526	14,559 15,108(16 YRS)	8,526 11,817(5)	15,656 16,205(16 YRS)
74 CAPISTRANO (7,300)	7,200	11,479 12,646(23 YRS)	8,775	13,054 14,221(23 YRS)	9,675	13,954 15,121(23 YRS)
75 CASTRO VALLEY (8,603)	6,930	9,356	8,247	12,613	9,217	14,554
76 CENTINELA VALLEY, HAWTHORNE (H.S.) (7,072)	7,578	9,389	9,274	14,252 15,252(24 YRS)	10,406	15,383 16,383(24 YRS)
77 CENTRALIA, BUENA PARK (ELEM.) (7,063)	7,550	8,760	9,210	13,100 14,100(25 YRS)	9,965	14,450 15,950(25 YRS)
78 CHICO (9,436)	6,200	8,540	7,080 7,910(2)	12,200	...	...
79 CHINO (9,159)	7,100	8,733 9,733(30 YRS)	8,378	12,674 13,674(30 YRS)	...	...
80 CHULA VISTA (ELEM.) (16,678)	7,868	11,408	9,048	14,347 14,791(MERIT)	9,048 10,780(3)	15,987 16,462(MERIT)
81 CLAREMONT (7,146)	6,855	9,591	7,881	13,011	8,394	15,747
82 CLOVIS (8,425)	6,953	10,336	7,704	11,464	8,456	12,968
83 COLTON (12,081)	7,350	9,400	8,210	11,360	9,070	13,535
84 COMPTON (39,928)	7,000	12,040	8,470	13,510	9,450	14,490
85 COVINA-VALLEY, COVINA (16,834)	7,275	10,760 11,570(25 YRS)	8,439	13,034 13,994(25 YRS)	9,020	14,550 15,600(25 YRS)
86 CULVER CITY (6,959)	7,350	11,030	8,450	12,860	9,000	13,780
87 CUPERTINO (ELEM.) (23,185)	7,240	8,420	8,140 9,410(3)	13,500	8,140 10,760(4)	15,270
88 CYPRESS (ELEM.) (7,290)	7,150	9,152	8,651	12,770	...	...
89 DOWNEY (18,114)	7,253	10,475 11,375(28 YRS)	8,100	12,247 13,147(28 YRS)	8,996	14,012 14,912(28 YRS)
90 EAST WHITTIER (ELEM.) (10,826)	7,140	9,790	8,040	12,390 13,640(25 YRS)	8,360	14,510 15,760(25 YRS)
91 ELK GROVE (9,607)	6,800	8,500	8,024	11,968	8,024 9,860(4)	13,600
92 EL MONTE (ELEM.) (9,827)	7,200	10,125	8,595	13,575 14,930(25 YRS)	9,060	14,400 15,845(25 YRS)
93 EL MONTE (H.S.) (7,237)	7,880	12,020	9,060	14,580	10,240	15,760 16,680(22 YRS)
94 EL RANCHO DIST., PICO RIVERA (14,337)	7,200	10,944	8,474	12,830	9,324	13,838
95 ESCONDIDO (ELEM.) (7,387)	7,300	9,581	9,249	13,355	...	...
96 FAIRFIELD-SUISUN, FAIRFIELD (11,735)	7,080	9,670	8,400	11,730	9,450	14,300
97 FREMONT (32,473)	7,150	10,090	8,558	12,758	9,123 10,528(3)	14,728
98 FRESNO (57,434)	7,125	8,705 8,805(18 YRS)	8,075	11,475 11,575(18 YRS)	8,925	14,025 14,125(18 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$16,211	6 YRS	13	$257	12	$424	12	$548	STEP 7	NO	715	8	68
$14,720	6 YRS	7	$324	9	$383	11	$442	STEP 7	NO	294	3	69
$16,154	6 YRS +	12	$355	12	$386	13	$398	STEP 6	NO	580		70
$15,475	DOC.	8	$291	12	$363	13	$436	STEP 6	NO	513	3	71
$16,013	6 YRS	8	$533	10	$533	11	$533	STEP 6	NO	422		72
$16,204	6 YRS +	9	$548	11	$548	11	$648	STEP 6	NO	536	4	73
$14,404	6 YRS +	11	$389	11	$389	11	$389	STEP 6	NO	285	4	74
$15,213	DOC.	5	$485	9	$485	11	$485	STEP 6	NO	360	3	75
$15,383	6 YRS	4	$453	11	$453	11	$453	STEP 6	NO	297		76
$14,450	6 YRS	4	$302	10	$389	11	$408	FULL CREDIT	NO	297		77
$12,640	M. A. +	6	$390	12	$427	...	...	STEP 6	NO	387		78
$14,207	M. A. +	5	$327	11	$391	...	...	FULL CREDIT	NO	367	3	79
$15,987	6 YRS	9	$393	12	$442	13	$534	STEP 6	NO	653	8	80
$16,773	7 YRS	7	$391	12	$428	15	$490	STEP 6	NO	273		81
$13,720	6 YRS +	9	$376	10	$376	11	$411	STEP 6	NO	309		82
$14,700	6 YRS +	6	$342	8	$394	10	$447	STEP 6	NO	450	5	83
$14,490	6 YRS	12	$420	12	$420	12	$420	STEP 5	NO	1,538	3	84
$15,200	DOC.	9	$387	10	$460	11	$503	STEP 6	NO	624	3	85
$15,200	DOC.	9	$409	9	$490	9	$531	FULL CREDIT	NO	303	3	86
$15,270	6 YRS	6	$197	9	$596	10	$713	STEP 6	NO	888	3	87
$14,300	M. A. +	7	$286	9	$458	...	...	STEP 6	NO	273	3	88
$14,643	6 YRS +	9	$358	11	$377	12	$418	STEP 5	NO	718	4	89
$15,010	DOC.	8	$331	11	$395	14	$439	STEP 6	NO	369		90
$14,076	DOC.	6	$283	11	$358	12	$465	STEP 6	NO	341	3	91
$14,400	6 YRS	9	$325	12	$415	12	$445	STEP 6	NO	440		92
$15,760	6 YRS	9	$460	12	$460	12	$460	STEP 6	NO	297		93
$14,342	6 YRS +	10	$374	11	$396	11	$410	STEP 6	NO	535		94
$14,600	M. A. +	5	$456	9	$456	...	...	STEP 6	NO	316	4	95
$14,720	DOC.	7	$370	9	$370	12	$404	STEP 5	NO	472		96
$15,627	DOC.	7	$420	10	$390	12	$467	STEP 6	NO	1,180	3	97
$14,850	DOC.	4	$395	8	$425	12	$425	FULL CREDIT	NO	2,276		98

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
CALIFORNIA (CONTINUED)						
99 FULLERTON (ELEM.) (13,065)	$7,200	$ 9,972	$8,208	$12,528	$ 9,216	$14,400
100 FULLERTON (H.S.) (15,147)	7,950	10,910	9,605	14,405	10,230 11,280(2)	15,900
101 GARDEN GROVE (52,152)	7,150	10,277	8,042	12,065	8,936	14,300
102 GARVEY (ELEM.) (6,752)	7,000	10,780	8,430	13,050	9,410	14,030
103 GLENDALE (25,289)	7,210	10,670	7,890	12,140	8,630	13,820
104 GLENDORA (9,179)	7,269	9,304	8,795	13,593	9,450	14,538
105 GRANT DIST., SACRAMENTO (H.S.) (14,103)	6,665	8,885	8,045	11,745 12,945(30 YRS)	8,965	13,405 14,605(30 YRS)
106 GROSSMONT (H.S.) (19,116)	7,800	11,540 12,646(24 YRS)	9,460	14,870 15,976(24 YRS)	10,300	15,700 16,806(24 YRS)
107 HACIENDA-LA PUENTE, LA PUENTE (33,000)	7,245	11,634	8,958	13,347	10,100	14,489
108 HAYWARD (27,799)	7,265	11,624	8,196	13,427	8,777	14,880
109 HUENEME, PORT HUENEME (ELEM.) (6,955)	7,320	9,770 11,316(25 YRS)	9,210	13,940 15,140(25 YRS)	...	...
110 HUNTINGTON BEACH (H.S.) (15,364)	7,293	10,419 12,503(31 YRS)	8,856	13,545 15,629(31 YRS)	9,377	14,586 16,670(31 YRS)
111 INGLEWOOD (13,010)	7,585	11,322 11,893(20 YRS)	8,371	12,982 13,636(20 YRS)	8,821 10,921(4)	15,169 15,934(20 YRS)
112 JEFFERSON, DALY CITY (ELEM.) (9,734)	7,135	9,510	8,560	13,785 14,735(29 YRS)	...	...
113 JEFFERSON, DALY CITY (H.S.) (7,356)	7,570	12,881 16,262(40 YRS)	8,786	14,096 17,477(40 YRS)	9,751	15,062 18,443(40 YRS)
114 JURUPA (9,207)	7,072	9,393	8,345	11,881	8,345 10,219(4)	14,144
115 LAGUNA SALADA, PACIFICA (ELEM.) (9,022)	6,650	8,450	7,550 8,900(3)	12,500	7,550 10,700(5)	13,850
116 LA MESA-SPRING VALLEY (ELEM.) (14,830)	7,630	8,202	8,622	13,108	9,385	15,260
117 LANCASTER (ELEM.) (6,956)	7,400	10,300	8,300	11,315	9,350	13,750
118 LAWNDALE (ELEM.) (6,250)	6,610	9,085	7,850	10,920 11,940(24 YRS)	8,675	12,140 13,295(24 YRS)
119 LIVERMORE VALLEY, LIVERMORE (12,400)	7,476	11,316	8,836	13,636	9,316 10,276(2)	15,076
120 LOMPOC (14,011)	6,919	10,978	8,302	12,361	9,225	13,284
121 LONG BEACH (68,557)	7,500	12,032	8,470	13,826	8,955	14,723
122 LOS ANGELES (648,986)	7,590	11,010 14,360(17 YRS)	8,050	11,620 14,730(17 YRS)	8,780	12,760 14,730(17 YRS)
123 LYNWOOD (8,533)	7,265	10,435 10,885(25 YRS)	8,237	12,197 12,647(25 YRS)	9,970	14,530 14,980(25 YRS)
124 MADERA (7,930)	6,427	8,677	7,177	10,391	7,927	12,426
125 MARYSVILLE (8,564)	6,250	8,650	7,480	11,080	8,230	11,830
126 MERCED (ELEM.) (6,854)	6,700	9,414	7,504	11,122	8,107	12,328
127 MILPITAS (9,015)	7,420	11,301	8,644	13,634	9,558	15,895 16,698(18 YRS)
128 MODESTO (20,850)	6,828	8,328	8,093	11,393	8,093 9,[illegible]32(3)	13,032

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	B.A. SCALE				
8	9	10		11		12		13	14	15	16	
$14,800	DOC.	11	$252	12	$360	12	$432	STEP 6	NO	539	3	99
$15,900	6 YRS	8	$370	12	$400	12	$472	FULL CREDIT	NO	699		100
$14,300	6 YRS	6	$521	9	$447	12	$447	STEP 6	NO	1,815	3	101
$14,030	6 YRS	9	$420	11	$420	11	$420	STEP 4	NO	269		102
$14,850	DOC.	10	$346	11	$386	12	$433	STEP 6	NO	1,012		103
$14,538	6 YRS	7	$291	11	$436	11	$462	STEP 6	NO	341		104
$14,235	6 YRS +	6	$370	10	$370	12	$370	STEP 6	NO	632	3	105
$16,740	6 YRS +	9	$416	13	$416	13	$416	STEP 8	NO	738		106
$14,489	6 YRS	11	$399	11	$399	11	$399	STEP 6	NO	1,150	4	107
$15,055	DOC.	12	$363	12	$436	12	$509	STEP 6	NO	1,069		108
$15,340	M. A. +	7	$350	11	$430	...	...	STEP 6	NO	252		109
$14,586	6 YRS	6	$521	9	$521	10	$521	STEP 6	NO	560	3	110
$15,169	6 YRS	11	$310	11	$419	11	$577	STEP 7	NO	550	3	111
$14,260	M. A. +	5	$475	11	$475	...	...	FULL CREDIT	NO	428		112
$15,544	DOC.	11	$483	11	$483	11	$483	STEP 6	NO	353	3, 4	113
$14,144	6 YRS	8	$290	10	$354	13	$446	STEP 6	NO	335	3	114
$14,300	6 YRS +	4	$450	10	$495	11	$573	STEP 6	NO	346		115
$15,565	DOC.	3	$191	12	$374	12	$490	STEP 5	NO	587	27	116
$13,750	6 YRS	10	$290	10	$302	11	$400	STEP 7	NO	264		117
$12,140	6 YRS	9	$275	9	$341	9	$385	STEP 6	NO	232	3	118
$15,956	DOC.	8	$480	10	$480	11	$524	STEP 5	NO	540		119
$13,745	DOC.	11	$369	11	$369	11	$369	STEP 6	NO	572	3	120
$16,205	DOC.	11	$412	13	$412	14	$412	STEP 6	NO	2,642	3	121
$14,730	DOC.	10	$342	10	$357	10	$398	STEP 7	NO	24,239	3	122
$14,530	6 YRS	10	$317	11	$360	12	$380	STEP 4	NO	332	3	123
$12,426	6 YRS	7	$321	10	$321	14	$321	STEP 6	NO	283	3	124
$12,685	DOC.	8	$300	12	$300	12	$300	STEP 8	NO	374	3, 4	125
$12,328	M. A. +	9	$302	9	$402	9	$469	STEP 9	B.A. MIN. = 1.00	292		126
$15,895	6 YRS	8	$485	9	$554	10	$634	FULL CREDIT	NO	366	4	127
$14,067	DOC.	5	$300	11	$300	13	$380	FULL CREDIT	NO	759	3	128

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	CALIFORNIA (CONTINUED)						
129	MONROVIA (6,784)	$7,300	$10,366	$8,176	$12,556	$ 9,052	$14,308
130	MONTEBELLO (25,822)	7,498	11,210	9,101	14,049	...	...
131	MONTEREY (18,698)	7,255	9,940	7,980 8,675(2)	12,850	7,980 10,200(4)	13,960 14,520(20 YRS)
132	MOUNTAIN VIEW, EL MONTE (ELEM.) (6,089)	7,000	10,600 11,200(19 YRS)	8,620	13,300 14,470(22 YRS)	...	...
133	MT. DIABLO, CONCORD (48,003)	7,301	9,436	8,494	11,689	9,346	14,308
134	NAPA VALLEY, YOUNTVILLE (15,477)	7,000	10,500 11,100(20 YRS)	7,937	12,641 13,241(20 YRS)	8,600	14,060 14,660(20 YRS)
135	NEW HAVEN, UNION CITY (6,359)	7,300	9,625	8,530	12,715	8,530 10,390(3)	14,575
136	NEWPORT-MESA, NEWPORT BEACH (26,619)	7,339	10,718	8,161	12,670	8,989	14,897
137	NORWALK-LA MIRADA (34,000)	7,200	10,160	8,000	12,235	8,950	14,170
138	NOVATO ([illegible]1,751)	7,045	9,609	8,630	13,125	9,687	14,492 15,802(24 YRS)
139	OAK GROVE (ELEM.) (11,337)	7,447	9,979	8,606	12,537	8,606 11,102(4)	16,224
140	OAKLAND (63,110)	7,128	11,008	8,128	12,836	9,128	14,264
141	OCEANSIDE (ELEM.) (7,880)	7,350	12,530	9,130	14,310	10,182	15,362
142	OCEAN VIEW, HUNTINGTON BEACH (ELEM.) (13,615)	7,173	9,954	9,326	12,940	...	...
143	ONTARIO-MONTCLAIR, ONTARIO (ELEM.) (17,488)	7,050	8,975	8,280	12,890 13,490(25 YRS)	9,215	14,350 14,950(25 YRS)
144	ORANGE (27,142)	7,307	10,230	8,403	12,057	8,951 9,864(2)	13,883
145	OXNARD (H.S.) (13,916)	7,208	10,516 11,416(21 YRS)	7,950	13,462 14,362(21 YRS)	9,434	14,946 15,846(21 YRS)
146	PAJARO VALLEY, WATSONVILLE (12,712)	6,870	9,910	8,010	12,190	...	...
147	PALO ALTO (14,658)	7,715	11,125	8,945	13,550 14,420(15 YRS)	9,880	15,600 16,470(15 YRS)
148	PALOS VERDES (17,060)	7,682	10,625 12,066(20 YRS)	8,715	13,302 13,902(20 YRS)	9,748	15,216 15,816(20 YRS)
149	PARAMOUNT (9,937)	7,200	9,970	8,350	12,550	8,785	13,455
150	PASADENA (29,274)	7,360	11,194 11,754(16 YRS)	8,212	12,806 13,446(16 YRS)	9,064	14,326 15,042(MERIT)
151	PETALUMA (8,557)	6,788	9,966 10,509(19 YRS)	8,814	13,580 14,123(19 YRS)	8,814	13,580
152	PLACENTIA (12,386)	7,300	8,760	8,614	13,834	...	...
153	POMONA (22,610)	7,314	10,678	8,045	12,068	8,923	14,628
154	REDLANDS (12,686)	7,200	10,907 11,107(25 YRS)	8,035	12,790 12,990(25 YRS)	8,870	14,000 14,200(25 YRS)
155	REDONDO BEACH (ELEM.) (11,057)	7,610	9,305	8,954	13,447	9,852	14,619
156	REDWOOD CITY (ELEM.) (10,274)	7,479	9,513 10,113(20 YRS)	8,742	13,303 13,903(20 YRS)	9,605	15,163 15,763(20 YRS)
157	RIALTO (12,834)	7,055	9,998	8,045	11,994	9,035	14,118 14,618(28 YRS)
158	RICHMOND (41,313)	7,332	11,076 11,576(27 YRS)	8,604	13,692 14,192(27 YRS)	9,024	14,568 15,068(27 YRS)
159	RIO LINDA (ELEM.) (9,882)	7,206	9,196	8,174	12,145	8,877	13,994 14,494(16 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S		MASTER'S		SIX YEARS						
		NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$14,746	6 YRS +	7	$438	10	$438	12	$438	STEP 6	NO	287		129
$14,996	M. A. +	9	$412	12	$412	...	...	STEP 5	B.A. MIN. = 1.00	887		130
$14,515	6 YRS +	8	$336	11	$442	11	$544	STEP 5	NO	776		131
$14,440	M. A. +	12	$300	12	$390	...	...	STEP 5	NO	210		132
$15,187	6 YRS +	7	$305	9	$355	12	$414	STEP 6	NO	1,957	3	133
$14,360	DOC.	10	$350	12	$392	13	$420	STEP 7	NO	630	3	134
$15,540	DOC.	5	$465	9	$465	11	$550	FULL CREDIT	NO	258		135
$14,897	6 YRS	9	$375	10	$451	11	$537	STEP 6	NO	1,058		136
$14,790	6 YRS +	8	$370	11	$385	12	$435	STEP 6	NO	1,500	3, 4	137
$14,792	6 YRS	7	$366	11	$409	11	$437	STEP 7	NO	438	3	138
$16,224	6 YRS	6	$422	8	$491	11	$693	STEP 6	NO	452		139
$15,264	DOC.	10	$388	11	$428	12	$428	FULL CREDIT	NO	2,997	3	140
$15,803	DOC.	10	$518	10	$518	10	$518	STEP 7	NO	320		141
$13,935	M. A. +	9	$309	9	$402	...	...	STEP 6	NO	536		142
$14,350	6 YRS	6	$321	11	$419	11	$467	FULL CREDIT	NO	641		143
$14,797	7 YRS	8	$365	10	$365	12	$411	STEP 6	NO	1,098	32	144
$14,946	6 YRS	6	$551	10	$551	10	$551	STEP 5	NO	621		145
$12,950	M. A. +	8	$380	11	$380	...	...	STEP 6	NO	487		146
$17,040	DOC.	8	$426	9	$512	10	$572	FULL CREDIT	M.A. MIN. = 1.00	729		147
$15,941	6 YRS +	7	$420	10	$459	11	$497	STEP 6	B.A. MIN. = 1.00	675		148
$15,000	DOC.	11	$252	11	$382	11	$425	STEP 5	NO	375	3	149
$15,840	DOC.	9	$426	10	$459	10	$526	STEP 6	NO	1,280		150
$14,055	DOC.	8	$397	12	$397	12	$397	STEP 6	NO	354	3	151
$14,673	M. A. +	5	$292	11	$475	...	...	FULL CREDIT	NO	428	3	152
$14,628	6 YRS	10	$336	11	$366	13	$439	STEP 6	B.A. MIN. = 1.00	900	3	153
$14,330	DOC.	11	$337	13	$366	13	$395	STEP 6	NO	463		154
$14,619	6 YRS	5	$339	12	$374	12	$397	STEP 5	NO	347		155
$15,563	DOC.	5	$407	10	$456	11	$505	STEP 5	NO	482		156
$14,118	6 YRS	9	$327	11	$359	13	$391	STEP 6	NO	483	3	157
$15,794	DOC.	12	$312	12	$424	12	$462	STEP 6	NO	1,702		158
$14,404	6 YRS +	5	$398	11	$361	11	$483	STEP 6	NO	376		159

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
CALIFORNIA (CONTINUED)						
160 RIVERSIDE (26,770)	$7,098	$ 9,086	$8,312	$11,903	$ 9,121	$14,196
161 ROWLAND (13,500)	7,150	8,910	8,530	13,370	8,530 10,770(4)	14,290
162 SACRAMENTO (50,976)	6,455	7,793	7,490	12,571	8,080	14,900
163 SALINAS (ELEM.) (6,550)	6,930	9,686	8,505	12,443	9,555	14,280
164 SAN BERNARDINO (37,553)	7,100	10,745 11,145(25 YRS)	8,222	12,272 12,672(25 YRS)	9,344	14,204 14,604(25 YRS)
165 SAN DIEGO (130,332)	7,400	10,532	8,362	12,354	8,843	13,290
166 SAN FRANCISCO (86,205)	7,745	13,270	8,820	14,400	9,495	15,490 16,035(15 YRS)
167 SAN JOAQUIN (ELEM.) (6,000)	7,500	10,368	8,550	12,731	9,810	14,805
168 SAN JOSE (ELEM.) (10,431)	6,981	10,332	8,238	12,776	9,076	14,382 16,382(27 YRS)
169 SAN JUAN DIST., CARMICHAEL (53,623)	6,700	8,180	7,510	11,810	8,320	14,690
170 SAN LEANDRO (9,684)	7,568	10,633	8,650	13,229	9,483	15,386
171 SAN LORENZO (15,249)	7,200	9,900 10,200(20 YRS)	8,250	12,250 12,550(20 YRS)	9,000	14,500 14,800(20 YRS)
172 SAN LUIS COASTAL DIST., SAN LUIS OBISPO (7,247)	6,800	9,200	8,000	12,000	9,000	13,800
173 SAN MATEO (H.S.) (11,936)	7,975	10,135	9,590	14,450	10,670	16,610
174 SAN RAFAEL (8,999)	7,481	11,101	8,645	13,037	10,353	15,721 16,721(22 YRS)
175 SAN RAMON VALLEY, DANVILLE (9,207)	7,480	8,980	9,209	13,729	10,479	15,419
176 SANTA ANA (28,266)	6,925	9,349	8,483	13,019	9,002	14,265 15,928(30 YRS)
177 SANTA BARBARA (18,416)	7,250	10,730 11,600(24 YRS)	8,555	12,906 13,776(24 YRS)	8,990	14,500 15,370(24 YRS)
178 SANTA CLARA (23,784)	7,526	10,236	9,536	13,148	11,041	16,008 17,520(29 YRS)
179 SANTA CRUZ (7,941)	6,736	9,080	7,787	11,303	8,521	12,819
180 SANTA MARIA (ELEM.) (6,458)	7,200	11,873	8,712	13,385	9,720	14,400
181 SANTA MONICA (13,245)	7,595	11,213	8,969	13,391	10,043	14,867
182 SANTA ROSA (13,327)	7,570	10,075	8,960	13,135	9,855	15,280 16,535(28 YRS)
183 SEQUOIA DIST., REDWOOD CITY (H.S.) (12,323)	7,870	10,621	9,057	12,954	9,844	15,894
184 SIMI VALLEY, SIMI (22,671)	7,300	9,727	8,417	11,951 12,851(22 YRS)	9,402	14,950 15,850(22 YRS)
185 SOUTH BAY,HERMOSA BEACH (H.S.) (6,316)	7,698	10,799	9,110	14,427	10,052	15,368
186 SOUTH SAN FRANCISCO (13,421)	7,687	10,767	9,797	14,198	10,938	15,779
187 STOCKTON (32,313)	7,222	10,400 10,761(20 YRS)	8,144	12,116 12,477(20 YRS)	9,011	13,777 14,138(20 YRS)
188 SUNNYVALE (ELEM.) (10,167)	7,255	10,695	8,808	13,108	9,998	14,728 15,588(19 YRS)
189 TAMALPAIS, LARKSPUR (H.S.) (6,000)	8,033	11,099	9,055	13,654	10,588	16,209 17,742(24 YRS)
190 TORRANCE (33,946)	7,585	10,887	8,525	13,478	9,660	15,274
191 TUSTIN (ELEM.) (9,964)	7,100	9,660	8,585	12,875 13,830(20 YRS)	9,080	13,590

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$14,496	DOC.	7	$284	11	$326	13	$390	STEP 6	NO	1,014	3	160
$14,290	6 YRS	4	$440	11	$440	11	$524	FULL CREDIT	NO	550	3, 5, 8	161
$15,500	DOC.	4	$335	11	$462	13	$525	FULL CREDIT	NO	1,919		162
$14,280	6 YRS	7	$394	10	$394	12	$394	STEP 5	NO	246		163
$14,204	6 YRS	9	$405	10	$405	12	$405	STEP 6	NO	1,435	3	164
$15,220	7 YRS	9	$348	11	$363	12	$371	FULL CREDIT	NO	5,301	3	165
$15,490	6 YRS	13	$425	12	$465	11	$545	STEP 6	NO	5,070		166
$14,805	6 YRS	8	$359	11	$380	12	$416	STEP 5	NO	250	4	167
$14,382	6 YRS	7	$479	9	$504	10	$531	STEP 6	NO	393	3	168
$14,690	6 YRS	4	$370	10	$430	13	$490	FULL CREDIT	NO	2,106	3	169
$15,386	6 YRS	9	$341	11	$416	12	$492	STEP 8	NO	492		170
$14,800	DOC.	9	$300	10	$400	11	$500	STEP 7	NO	588	3	171
$13,800	6 YRS	6	$400	10	$400	12	$400	STEP 6	NO	296	3, 4	172
$17,150	6 YRS +	4	$540	9	$540	11	$540	FULL CREDIT	NO	596		173
$15,721	6 YRS	7	$517	9	$488	11	$488	FULL CREDIT	NO	371	22	174
$15,419	6 YRS	4	$375	11	$411	11	$449	FULL CREDIT	NO	360		175
$14,265	6 YRS	7	$346	10	$454	11	$478	STEP 6	NO	1,081	3	176
$14,818	DOC.	9	$386	11	$396	12	$459	FULL CREDIT	NO	868	3	177
$16,512	DOC.	6	$452	8	$452	11	$452	FULL CREDIT	NO	915		178
$13,472	6 YRS +	6	$391	9	$391	11	$391	STEP 5	B.A. MIN. = 1.00	341	3	179
$14,400	6 YRS	11	$425	11	$425	11	$425	STEP 5	NO	286	3	180
$16,778	DOC.	9	$402	11	$402	12	$402	STEP 6	NO	622	6	181
$15,780	DOC.	6	$418	10	$418	13	$417	STEP 6	NO	566		182
$17,160	6 YRS +	7	$393	9	$433	11	$550	STEP 11	NO	591		183
$15,100	DOC.	7	$347	9	$393	12	$462	STEP 5	NO	773		184
$15,368	6 YRS	7	$443	12	$443	12	$443	STEP 6	NO	299		185
$15,779	6 YRS	7	$440	10	$440	11	$440	STEP 5	NO	596	4	186
$14,844	DOC.	11	$289	11	$361	11	$433	STEP 9	NO	1,316	3	187
$15,685	DOC.	8	$430	10	$430	11	$430	STEP 6	NO	365	3, 7	188
$16,209	6 YRS	6	$511	9	$511	11	$511	FULL CREDIT	NO	286		189
$15,274	6 YRS	9	$367	12	$413	12	$468	STEP 6	NO	1,349		190
$13,590	M. A. +	8	$320	11	$390	11	$410	STEP 6	NO	380		191

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
CALIFORNIA (CONTINUED)						
192 TUSTIN (H.S.) (7,428)	$7,500	$12,960 13,380(17 YRS)	$8,820	$14,280 14,700(17 YRS)	$ 9,720	$15,180 15,600(17 YRS)
193 UKIAH (6,011)	6,405	8,720	7,593	10,673	8,380	12,192
194 VACAVILLE (6,549)	6,500	9,861	7,684	11,350	7,684 9,179(3)	12,540
195 VALLEJO (16,339)	6,788	9,668	7,563	11,583	8,613	13,917
196 VENTURA (17,858)	7,219	10,203 10,763(25 YRS)	8,633	12,736 13,296(25 YRS)	9,111	13,587 14,147(25 YRS)
197 VISALIA (12,616)	6,275	9,035 9,540(20 YRS)	7,780	11,345 11,845(MERIT) 11,545(20 YRS)	8,785	12,350 12,850(MERIT) 12,550(20 YRS)
198 VISTA (9,346)	7,326	9,743	9,084	14,065	...	...
199 WASHINGTON DIST., WEST SACRAMENTO (6,000)	6,334	8,720	7,319	11,013	8,007	12,668
200 WEST COVINA (13,487)	7,235	9,063	7,808	13,199	8,645	14,470
201 WESTMINSTER (ELEM.) (12,744)	7,169	9,234	8,782	12,944	...	...
202 WHITTIER (H.S.) (14,459)	7,529	10,540	9,335	14,606 15,359(25 YRS)	9,937	15,207 15,961(25 YRS)
203 WOODLAND (7,035)	6,480	9,720	7,695	12,150	8,100	12,960
204 YUBA CITY (7,886)	6,000	8,000	6,900 8,040(3)	11,370	...	...
COLORADO						
205 ADAMS CO. DIST. 12, EASTLAKE (15,116)	6,800	10,948	7,616	13,138	8,432	14,840
206 ADAMS CO. DIST 14, COMMERCE CITY (9,660)	6,850	8,925	7,425	11,500	7,800	13,300
207 AURORA (18,583)	6,900	10,861 13,033(26 YRS)	7,590	12,399 14,879(28 YRS)	8,108	13,341 16,009(29 YRS)
208 BOULDER (22,780)	6,600	9,768	7,128	12,078	7,524	13,464
209 CHERRY CREEK (7,300)	6,850	10,960	7,672	13,015	8,357	14,522
210 COLORADO SPRINGS (33,029)	7,100	10,250 10,600(20 YRS)	8,150	13,225 13,575(20 YRS)	9,200	15,325 15,675(20 YRS)
211 DENVER (95,754)	7,000	11,870 14,270(40 YRS)	8,255	14,000 16,400(40 YRS)	8,880	15,065 17,465(40 YRS)
212 ENGLEWOOD (6,111)	7,000	9,835	7,700	13,160	8,120 9,660(3)	14,700
213 GRAND JUNCTION (13,433)	6,300	8,300	6,550	10,150	...	...
214 GREELEY (10,155)	6,800	8,100	7,200	11,100	7,800	12,300 13,500(30 YRS)
215 JEFFERSON CO., LAKEWOOD (64,027)	6,800	8,772	7,208	11,152	7,412	12,308
216 LITTLETON (16,961)	6,750	11,138 12,825(33 YRS)	7,425	12,758 14,445(33 YRS)	7,965	13,635 15,322(35 YRS)
217 MAPLETON (7,186)	6,500	8,900	7,100	12,200	7,100 9,400(5)	13,100
218 POUDRE DIST., FORT COLLINS (12,402)	6,800	10,540	7,480	11,560	7,480 8,568(3)	12,648
219 PUEBLO (26,908)	6,600	8,400	7,200	10,800 11,700(21 YRS)	7,500	12,000 12,600(21 YRS)
220 ST. VRAIN VALLEY, LONGMONT (10,829)	6,600	9,900 10,560(20 YRS)	7,260	11,550 12,210(20 YRS)	7,920	13,530 13,860(20 YRS)
221 THOMPSON, LOVELAND (6,693)	6,700	10,184	7,303	11,189	7,906	11,993
222 WESTMINSTER (16,681)	6,800	10,180	7,100	12,205	7,400	13,480

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$15,780	6 YRS +	13	$420	13	$420	13	$420	STEP 8	NO	303		192
$12,192	6 YRS	7	$331	9	$342	11	$346	STEP 6	NO	234	3	193
$12,982	6 YRS +	11	$306	12	$306	13	$374	STEP 6	NO	266	3	194
$13,917	6 YRS	9	$320	10	$402	12	$442	STEP 6	NO	729	3	195
$14,441	6 YRS +	8	$373	11	$373	12	$373	STEP 6	NO	724		196
$12,050	6 YRS	11	$251	13	$251	14	$255	STEP 7	NO	501	3,11	197
$14,065	M.A.	6	$403	14	$356	...	...	STEP 5	B.A. MIN. = 1.00	362	3	198
$12,668	6 YRS	7	$341	10	$369	12	$388	STEP 6	NO	240		199
$14,470	6 YRS	5	$366	11	$490	11	$530	FULL CREDIT	NO	502		200
$14,338	M. A. +	6	$344	9	$462	...	...	STEP 5	NO	465	3	201
$15,207	6 YRS	8	$376	14	$377	14	$376	STEP 7	B.A. MIN. = 1.00	547		202
$12,960	6 YRS	8	$405	11	$405	12	$405	STEP 7	NO	308		203
$11,990	M. A. +	6	$333	11	$406	...	...	FULL CREDIT	NO	303		204
$16,102	DOC.	13	$319	14	$394	14	$458	STEP 6	B.A. MIN. = 1.00	667	1	205
$13,300	6 YRS	7	$296	12	$340	15	$367	STEP 3	NO	385	1, 4	206
$13,858	DOC.	10	$396	12	$401	13	$403	STEP 6	NO	885		207
$14,124	DOC.	7	$453	12	$412	15	$396	STEP 6	B.A. MIN. = 1.00	1,126	1	208
$15,755	DOC.	9	$457	12	$445	14	$440	STEP 5	B.A. MIN. = 1.00	365	1, 4	209
$16,025	DOC.	9	$350	14	$362	17	$360	STEP 5	NO	1,474		210
$17,195	DOC.	12	$406	12	$479	12	$515	STEP 6	NO	4,168	1	211
$15,470	7 YRS	9	$315	13	$420	15	$439	STEP 4	B.A. MIN. = 1.00	290	12	212
$10,950	DOC.	7	$286	11	$327	...	...	STEP 7	NO	572		213
$13,100	7 YRS	5	$260	13	$300	15	$300	STEP 6	NO	476		214
$14,100	DOC.	6	$329	10	$394	11	$445	STEP 5	NO	2,675	1, 4	215
$15,863	DOC.	12	$366	14	$381	14	$405	STEP 7	B.A. MIN. = 1.00	682		216
$13,600	DOC.	9	$267	12	$425	12	$500	STEP 6	NO	311	12	217
$13,396	DOC.	11	$340	12	$340	14	$369	STEP 9	B.A. MIN. = 1.00	650	12	218
$13,200	DOC.	6	$300	12	$300	15	$300	STEP 5	NO	1,178	4	219
$14,850	DOC.	10	$330	13	$330	17	$330	STEP 7	B.A. MIN. = 1.00	497	1	220
$12,194	6 YRS +	14	$249	14	$278	14	$292	STEP 6	B.A. MIN. = 1.00	281		221
$15,930	7 YRS	12	$282	14	$365	15	$405	STEP 6	NO	712		222

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2	BACHELOR'S DEGREE (OR 4 YEARS) MAXIMUM 3	MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4	MASTER'S DEGREE (OR 5 YEARS) MAXIMUM 5	SIX YEARS (M.A. PLUS 30) MINIMUM 6	SIX YEARS (M.A. PLUS 30) MAXIMUM 7
COLORADO (CONTINUED)						
223 WIDEFIELD DIST. 3, SECURITY (8,046)	$7,100	$ 7,650	$8,000	$12,000	$ 8,750	$12,750
CONNECTICUT						
224 BRIDGEPORT (24,078)	8,575	12,690	9,070	14,985	9,545	16,195
225 BRISTOL (12,102)	7,783	11,891	8,540	13,567	9,243	14,648
226 DANBURY (10,853)	8,262	13,054	9,088	14,706	9,914	15,946
227 ENFIELD (13,497)	7,250	11,240	7,850	12,115	8,550	13,090
228 FAIRFIELD (11,926)	8,444	12,666 12,919(20 YRS)	9,288	15,537 15,790(20 YRS)	10,133	16,888 17,141(20 YRS)
229 GREENWICH (11,038)	8,350	13,350	9,350	15,850 16,250(20 YRS)	10,350 12,550(6)	17,350 17,750(21 YRS)
230 GROTON (9,400)	7,749	12,117 12,517(25 YRS)	8,432	13,520 13,920(25 YRS)	9,114	14,202 14,602(25 YRS)
231 HAMDEN (9,800)	7,300	12,000	8,100	12,800	9,500	14,200
232 HARTFORD (29,545)	7,900	12,450	8,300	14,200	8,700	15,100
233 MERIDEN (11,295)	7,600	11,800	8,100	13,000	9,100	14,000
234 MIDDLETOWN (6,461)	7,700	11,900	8,100	12,900	8,600	13,400
235 NEW BRITAIN (14,427)	7,700	11,900 12,200(25 YRS)	8,150	13,200 13,500(25 YRS)	8,700	14,100 14,400(25 YRS)
236 NEW HAVEN (21,437)	8,000	13,250 13,500(18 YRS)	8,600	14,000 14,400(18 YRS)	9,050	14,450 14,850(18 YRS)
237 NEWINGTON (6,658)	7,750	11,950 12,350(35 YRS)	8,250	13,550 13,950(35 YRS)	8,800	14,575 14,975(35 YRS)
238 NORTH HAVEN (6,131)	7,500	12,100	8,200	13,100	9,000	14,200
239 NORWICH (ELEM.) (6,137)	7,375	11,600	8,000	12,575	8,600	13,515
240 SOUTHINGTON (8,356)	7,600	11,000	8,175	13,000	8,800	13,600
241 STAMFORD (21,050)	8,000	12,400 12,800(30 YRS)	8,600	14,360 14,760(30 YRS)	9,200	16,200 16,600(30 YRS)
242 VERNON SCHOOLS, ROCKVILLE (7,224)	7,400	11,500	7,900	12,550	8,500	13,650
243 WALLINGFORD (9,053)	7,300	11,400	7,900	12,000	8,550	12,850
244 WATERBURY (17,510)	7,887	13,227 13,777(35 YRS)	8,495	14,198 14,748(35 YRS)	9,101	15,169 15,719(25 YRS)
245 WEST HARTFORD (13,170)	8,300	12,200	8,950	15,350	9,575	16,625
246 WEST HAVEN (9,753)	7,650	12,500	8,200	13,550	8,700	14,600
247 WESTPORT (7,345)	7,990	12,432	8,855	14,768	9,601	16,200
248 WETHERSFIELD (6,046)	7,350	10,900	7,850	12,950	8,400	13,950
DELAWARE						
249 ALFRED I. DUPONT, WILMINGTON (10,350)	7,700	12,474	8,778	14,399	9,471	15,477
250 CAESAR RODNEY DIST., CAMDEN (7,950)	7,573	10,130	8,476	11,733	9,153	12,910
251 CAPITAL DIST., DOVER (6,720)	7,623	10,180 11,180(25 YRS)	8,726	12,383 13,383(25 YRS)	9,403	13,260 14,460(25 YRS)
252 CONRAD DIST., WILMINGTON (6,864)	7,325	11,050	8,623	12,610	9,705	13,999
253 INDIAN RIVER, FRANKFORD (6,060)	7,473	9,730	8,676	10,933	9,603	11,860
254 MT. PLEASANT, WILMINGTON (6,070)	7,900	12,150 12,500(20 YRS)	8,900	13,600 14,100(20 YRS)	9,600	14,900 15,300(20 YRS)
255 NEWARK (13,796)	7,873	11,830	8,876	13,533	9,953	14,610

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	BACHELOR'S AVE.	MASTER'S NO.	MASTER'S AVE.	SIX YEARS NO.	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$14,150	DOC.	2	$275	17	$235	17	$235	FULL CREDIT	NO	315		223
$16,795	DOC.	11	$374	13	$455	13	$512	FULL CREDIT	NO	1,307	5,14	224
$15,647	DOC.	12	$342	12	$419	12	$450	FULL CREDIT	NO	640		225
$15,946	6 YRS	12	$399	14	$401	15	$402	FULL CREDIT	NO	519	5	226
$13,090	6 YRS	11	$363	11	$388	11	$413	FULL CREDIT	NO	607		227
$18,239	DOC.	9	$469	13	$481	14	$483	FULL CREDIT	NO	594		228
$18,100	DOC.	10	$500	13	$500	14	$500	FULL CREDIT	NO	535		229
$14,885	7 YRS	12	$364	12	$424	12	$424	FULL CREDIT	NO	440	4	230
$14,700	DOC.	11	$427	11	$427	11	$427	FULL CREDIT	NO	520	4	231
$15,100	6 YRS	12	$379	13	$454	13	$492	FULL CREDIT	NO	1,615		232
$15,000	DOC.	11	$382	11	$445	11	$445	FULL CREDIT	NO	575		233
$13,400	6 YRS	12	$350	12	$400	12	$400	FULL CREDIT	NO	329		234
$14,850	DOC.	12	$350	12	$421	12	$450	FULL CREDIT	NO	733	4	235
$14,785	DOC.	12	$438	12	$450	12	$450	FULL CREDIT	NO	1,110		236
$15,800	DOC.	12	$350	13	$408	13	$444	STEP 7	NO	331		237
$15,100	DOC.	10	$460	10	$490	11	$472	FULL CREDIT	NO	346		238
$13,515	DOC.	11	$384	11	$416	11	$447	STEP 6	NO	300		239
$14,200	DOC.	11	$309	12	$402	12	$400	STEP 11	NO	359		240
$17,484	DOC.	11	$400	13	$443	14	$500	STEP 7	NO	1,050	3, 4	241
$14,650	DOC.	11	$373	12	$388	12	$429	STEP 6	NO	413		242
$13,700	DOC.	12	$342	12	$342	11	$391	FULL CREDIT	NO	451	3	243
$16,140	DOC.	11	$485	11	$518	11	$552	FULL CREDIT	NO	882	2	244
$17,775	DOC.	10	$390	14	$457	15	$470	FULL CREDIT	NO	718		245
$14,600	6 YRS	12	$404	12	$446	13	$454	STEP 7	NO	518		246
$16,800	DOC.	11	$404	14	$422	15	$440	FULL CREDIT	NO	476	3	247
$13,950	6 YRS	13	$273	13	$392	13	$427	FULL CREDIT	NO	327	3	248
$16,709	DOC.	16	$298	17	$331	17	$353	STEP 11	NO	450	4	249
$13,362	DOC.	11	$232	14	$233	15	$250	FULL CREDIT	NO	360	4	250
$13,260	6 YRS	10	$256	13	$281	14	$276	FULL CREDIT	NO	290	4	251
$14,888	DOC.	16	$233	17	$235	19	$226	FULL CREDIT	B.A. MIN. = 1.00	304		252
$12,362	DOC.	10	$226	10	$226	10	$226	FULL CREDIT	NO	275	4	253
$16,020	7 YRS	15	$283	15	$313	16	$331	STEP 6	NO	289		254
$15,061	DOC.	18	$220	18	$259	18	$259	STEP 11	NO	747		255

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
DELAWARE (CONTINUED)						
256 NEW CASTLE (8,455)	$7,748	$11,630	$8,751	$13,433	$ 9,553	$14,510
257 STANTON (6,159)	7,873	11,593	9,029	13,409	9,816	14,526
DISTRICT OF COLUMBIA						
258 WASHINGTON (143,743)	7,800	12,070 13,000(19 YRS)	8,580	13,900 15,200(19 YRS)	8,970	14,290 15,600(19 YRS)
FLORIDA						
259 ALACHUA CO., GAINESVILLE (21,943)	6,900	10,184	7,769	11,053	8,259	11,544
260 BAY CO., PANAMA CITY (18,100)	6,510	9,030	7,135	9,655	7,660	10,180
261 BREVARD CO., TITUSVILLE (61,511)	6,500	10,460	7,420	11,380	8,340	12,300
262 BROWARD CO., FT. LAUDERDALE (116,337)	7,300	11,250 12,750(45 YRS)	8,100	12,050 13,550(45 YRS)	9,000	12,950 14,450(45 YRS)
263 CLAY CO., GREEN COVE SPRINGS (9,577)	6,400	9,400	7,200	10,200	7,700	10,700
264 COLLIER CO., NAPLES (8,600)	7,000	11,000	8,000	13,000	8,700	13,700
265 COLUMBIA CO., LAKE CITY (6,872)	6,800	10,064	7,888	11,152	8,432	11,696
266 DADE CO., MIAMI (239,218)	7,100	11,915	8,000	13,015	8,500	13,415
267 DUVAL CO., JACKSONVILLE (122,092)	6,800	9,800	7,500	10,700	8,200	11,300
268 ESCAMBIA CO., PENSACOLA (47,123)	6,150	10,025	7,050	10,925	7,450	11,325
269 GADSDEN CO., QUINCY (10,400)	6,600	9,200	7,500	10,100	8,200	10,700
270 HILLSBOROUGH CO., TAMPA (104,074)	6,400	10,000	7,100	10,700	7,450	11,050
271 INDIAN RIVER CO., VERO BEACH (7,500)	6,700	10,175	7,500	10,975	8,000	11,475
272 JACKSON CO., MARIANNA (8,600)	6,300	8,400	7,200	9,300	7,800	9,900
273 LAKE CO., TAVARES (15,717)	6,400	9,600	7,360	10,560	8,000	11,200
274 LEE CO., FT. MYERS (20,775)	6,800	10,150	7,800	11,150	8,500	11,850
275 LEON CO., TALLAHASSEE (21,026)	6,000	8,790	6,630	9,660	7,140	10,170
276 MANATEE CO., BRADENTON (16,691)	6,000	9,400	7,000	10,400	7,700	11,100
277 MARION CO, OCALA (17,480)	6,400	9,500	7,000	10,500	7,400	10,900
278 MONROE CO., KEY WEST (10,150)	7,050	10,300	8,000	12,050	8,650	12,800
279 OKALOOSA CO., CRESTVIEW (26,359)	6,500	9,425	7,250	10,175	8,000	10,925
280 ORANGE CO., ORLANDO (83,438)	6,900	11,385	7,728	12,213	...	...
281 PALM BEACH CO., WEST PALM BEACH (67,000)	7,100	11,360	7,952	12,723	8,307	13,291
282 PASCO CO., DADE CITY (12,383)	6,750	9,850	7,650	10,750	8,250	11,350
283 PINELLAS CO., CLEARWATER (85,151)	7,100	10,300	7,900	11,300	8,500	11,900
284 POLK CO., BARTOW (53,341)	6,650	10,100	7,650	11,100	8,350	11,800
285 PUTNAM CO., PALATKA (9,955)	6,300	9,198	7,300	10,658	7,800	11,388
286 ST. JOHNS CO., ST.AUGUSTINE (6,885)	6,300	9,513	6,800	10,094	7,400	10,675
287 ST. LUCIE CO., FORT PIERCE (11,112)	6,500	9,750	7,150	10,725	7,450	11,025
288 SANTA ROSA CO., MILTON (9,312)	6,400	9,696	7,360	10,656	7,616	10,912

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$15,062	DOC.	25	$155	25	$187	25	$198	FULL CREDIT	NO	363		256
$15,308	DOC.	10	$372	12	$365	13	$362	FULL CREDIT	B.A. MIN. = 1.00	297		257
$14,680	DOC.	12	$356	12	$443	12	$443	STEP 10	NO	7,281	3	258
$12,040	DOC.	15	$219	15	$219	15	$219	FULL CREDIT	B.A. MIN. = 1.00	887		259
$10,705	DOC.	15	$168	15	$168	15	$168	STEP 7	NO	620	4	260
$12,300	6 YRS	15	$264	15	$264	15	$264	FULL CREDIT	NO	2,556		261
$13,550	DOC.	15	$263	15	$263	15	$263	STEP 9	NO	4,908		262
$11,600	DOC.	15	$200	15	$200	15	$200	FULL CREDIT	NO	418		263
$14,000	DOC.	15	$267	15	$333	15	$333	FULL CREDIT	NO	430	4	264
$12,240	DOC.	15	$218	15	$218	15	$218	FULL CREDIT	B.A. MIN. = 1.00	395		265
$14,015	DOC.	15	$321	15	$334	15	$328	STEP 12	NO	10,307	3	266
$12,000	DOC.	15	$200	15	$213	15	$207	FULL CREDIT	NO	4,774		267
$11,925	DOC.	15	$258	15	$258	15	$258	STEP 10	NO	2,044		268
$11,400	DOC.	20	$130	20	$130	20	$125	FULL CREDIT	NO	500	4	269
$11,400	DOC.	15	$240	15	$240	15	$240	FULL CREDIT	NO	4,575	3	270
$11,975	DOC.	15	$232	15	$232	15	$232	FULL CREDIT	NO	370	4	271
$10,500	DOC.	15	$140	15	$140	15	$140	FULL CREDIT	NO	440	4	272
$11,200	DOC.	15	$213	15	$213	15	$213	STEP 11	B.A. MIN. = 1.00	742		273
$12,550	DOC.	15	$223	15	$223	15	$223	STEP 10	NO	1,008		274
$10,680	DOC.	15	$186	15	$202	15	$202	FULL CREDIT	B.A. MIN. = 1.00	974	4	275
$11,800	DOC.	15	$227	15	$227	15	$227	STEP 8	NO	784		276
$11,400	DOC.	15	$207	15	$233	15	$233	FULL CREDIT	NO	815		277
$13,400	DOC.	15	$217	15	$270	15	$277	FULL CREDIT	NO	510	4	278
$11,675	DOC.	15	$195	15	$195	15	$195	FULL CREDIT	NO	1,300	4	279
$13,041	DOC.	15	$299	15	$299	...	...	FULL CREDIT	NO	3,462		280
$14,200	DOC.	15	$284	15	$318	15	$332	STEP 10	B.A. MIN. = 1.00	3,150	4	281
$11,950	DOC.	15	$207	15	$207	15	$207	FULL CREDIT	NO	570		282
$12,500	DOC.	15	$213	15	$227	15	$227	FULL CREDIT	NO	3,481	3	283
$12,500	DOC.	15	$230	15	$230	15	$230	STEP 10	NO	2,255	4	284
$12,118	DOC.	15	$193	15	$224	15	$239	STEP 11	NO	458		285
$11,255	DOC.	15	$214	15	$220	15	$218	FULL CREDIT	NO	307		286
$11,175	DOC.	15	$217	15	$238	15	$238	STEP 10	B.A. MIN. = 1.00	485	4	287
$11,360	DOC.	15	$220	15	$220	15	$220	STEP 6	B.A. MIN. = 1.00	440	4	288

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	FLORIDA (CONTINUED)						
289	SARASOTA CO., MILTON (19,997)	$6,300	$10,269	$6,993	$11,529	$ 7,749	$11,844
290	SEMINOLE CO., SANFORD (21,423)	6,400	11,072	7,424	12,096	8,128	12,800
291	VOLUSIA CO., DELAND (32,674)	6,400	9,792	7,296	10,688	7,680	11,072
	GEORGIA						
292	ATLANTA (105,220)	7,300	10,660	8,140	12,060	8,980	12,900
293	BALDWIN CO., MILLEDGEVILLE (6,590)	5,950	7,910	6,678	9,030	6,678 7,994(4)	10,150
294	BIBB CO., MACON (35,676)	6,400	8,908	7,128	10,498	7,128 8,444(4)	11,618
295	BULLOCH CO., STATESBORO (7,485)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
296	CARROLL CO. (EXCL. CARROLLTON) (7,500)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
297	CATOOSA CO., RINGGOLD (7,100)	5,900	7,860	6,728	9,080	6,728 8,044(4)	10,200
298	CHEROKEE CO., CANTON (6,950)	5,960	7,920	6,688	9,040	6,688 8,004(4)	10,160
299	CLARKE CO., ATHENS (10,942)	6,000	8,296	6,824	9,512	6,824 8,519(4)	10,950
300	CLAYTON CO., JONESBORO (24,530)	6,400	9,760	7,128	10,880	7,128 8,744(4)	12,000
301	COBB CO., (EXCL. MARIETTA) (44,737)	6,500	8,900	7,300	10,300	7,300 8,790(4)	11,320
302	COLQUITT CO., MOULTRIE (7,987)	6,000	7,960	6,728	9,080	6,728 8,044(4)	10,200
303	COWETA CO., NEWNAN (8,081)	6,150	8,200	6,928	9,445	6,928 8,334(4)	10,665
304	DECATUR CO., BAINBRIDGE (6,000)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
305	DE KALB CO., (EXCL. DECATUR) (85,639)	6,824	10,468	7,156	12,124	7,156 8,754(4)	13,515
306	DOUGHERTY CO., ALBANY (22,731)	6,300	8,307	7,028	9,502	7,028 8,516(4)	10,747
307	FLOYD CO.,(EXCL. ROME) (10,008)	6,075	8,110	6,853	9,330	6,903 8,244(4)	10,500
308	FULTON CO., (EXCL. ATLANTA) (35,341)	6,948	10,356 11,328(26 YRS)	7,644	11,532 12,648(26 YRS)	7,644 9,276(4)	12,720 13,968(26 YRS)
309	GLYNN CO., BRUNSWICK (12,554)	6,300	8,360 8,460(25 YRS)	7,228	9,680 9,780(25 YRS)	7,228 8,544(4)	10,800 10,900(25 YRS)
310	GRIFFIN-SPALDING CO., GRIFFIN (9,386)	6,100	8,260	6,828	9,380	6,828 8,244(4)	10,500
311	GWINNETT CO., LAWRENCEVILLE (15,900)	6,200	8,160	6,928	9,280	6,928 8,244(4)	10,400
312	HALL CO., (EXCL. GAINESVILLE) (10,758)	5,976	8,076	6,756	9,264	6,756 8,160(4)	10,464
313	HENRY CO., MC DONOUGH (6,355)	6,100	8,560	6,828	9,680	6,828 8,294(3)	10,800
314	HOUSTON CO., PERRY (15,943)	6,600	8,560	7,328	9,680	7,328 8,644(4)	10,800

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$12,222	DOC.	14	$284	14	$324	14	$293	STEP 9	NO	895		289
$12,800	6 YRS	15	$311	15	$311	15	$311	FULL CREDIT	B.A. MIN. = 1.00	873		290
$11,392	DOC.	15	$226	15	$226	15	$226	STEP 8	B.A. MIN. = 1.00	1,383		291
$13,740	DOC.	12	$280	14	$280	14	$280	STEP 4	B.A. MIN. = 1.00	4,753		292
$11,270	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	235	4,30	293
$12,738	7 YRS	14	$179	18	$187	18	$249	STEP 11	NO	1,427	4, 6,30	294
$10,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	304	6	295
$10,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	260	4	296
$11,320	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	256	3, 4,30	297
$11,280	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	240	4,30	298
$12,120	7 YRS	14	$164	14	$192	14	$295	FULL CREDIT	NO	475		299
$13,120	DOC.	14	$240	14	$268	14	$348	FULL CREDIT	NO	1,057	3	300
$12,490	DOC.	15	$160	15	$200	14	$287	FULL CREDIT	NO	1,681	3	301
$11,320	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	324	3, 4, 6,30	302
$11,895	7 YRS	14	$146	14	$180	14	$267	FULL CREDIT	NO	327		303
$10,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	240	4	304
$14,773	DOC.	14	$260	19	$261	20	$318	FULL CREDIT	NO	3,478		305
$11,867	7 YRS	14	$143	14	$177	14	$266	STEP 7	NO	1,013	3, 4,30	306
$11,620	DOC.	14	$145	14	$177	14	$257	FULL CREDIT	NO	374	3, 4,30	307
$13,896	7 YRS	14	$243	14	$278	14	$363	STEP 6	B.A. MIN. = 1.00	1,651		308
$12,020	7 YRS	14	$147	14	$175	14	$255	STEP 7	NO	505		309
$11,620	DOC.	14	$154	14	$182	14	$262	STEP 6	NO	372		310
$11,520	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	690	4,30	311
$11,652	DOC.	14	$150	14	$179	14	$265	FULL CREDIT	NO	389		312
$11,920	DOC.	14	$176	14	$204	14	$284	FULL CREDIT	NO	289		313
$11,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	676		314

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
GEORGIA (CONTINUED)						
315 LOWNDES CO., (EXCL. VALDOSTA) (6,373)	$5,800	$ 7,760	$6,528	$ 8,880	$ 6,528	$10,000
316 MUSCOGEE CO., COLUMBUS (41,644)	6,600	8,560	7,328	10,055	7,328 8,644(4)	11,175
317 RICHMOND CO., AUGUSTA (35,700)	5,950	8,710	6,678	9,830	6,678 8,119(4)	10,950
318 ROME (6,265)	6,050	8,110	6,828	9,330	6,828 8,194(4)	10,475
319 SAVANNAH-CHATHAM CO., SAVANNAH (40,761)	6,400	8,605	7,219	9,865	7,219 8,700(4)	11,125
320 TIFT CO., TIFTON (7,200)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
321 VALDOSTA (7,592)	5,700	7,760 7,860(21 YRS)	6,428	8,880 8,980(21 YRS)	6,428 7,844(4)	10,000 10,100(21 YRS)
322 WALKER CO., LA FAYETTE (11,112)	6,100	8,060	6,928	9,280	6,928	10,500
323 WHITEFIELD CO. (EXCL. DALTON) (8,500)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
HAWAII						
324 HONOLULU (180,209)	7,177	9,984 11,856(21 YRS)	7,780	10,874 12,938(21 YRS)	7,780 9,176(3)	11,856 14,131(21 YRS)
IDAHO						
325 BOISE (22,505)	6,200	8,494	6,944	10,044	7,502	10,788
326 IDAHO FALLS (10,064)	6,100	8,601	6,771	9,638	...	...
327 LEWISTON (6,073)	6,360	8,522	6,678	10,176	6,868	10,875
328 POCATELLO (11,730)	6,000	7,474	6,670	8,969	7,145	9,884
329 TWIN FALLS (6,087)	6,050	8,180	6,960	9,085	...	...
ILLINOIS						
330 ALTON (13,293)	7,600	11,020	8,360	12,692	8,968	13,908
331 ARLINGTON HEIGHTS (ELEM) (11,431)	7,800	12,168	8,736	14,508	9,516	15,288
332 AURORA (WEST SIDE) (10,453)	8,000	11,250	8,900	13,690	...	16,290
333 BLOOMINGTON (7,225)	7,550	10,390	8,715	12,303	9,331	13,535
334 CHAMPAIGN (11,886)	7,700	9,400	9,600	14,000	10,600	15,200
335 CHICAGO (584,071)	9,333	14,870	9,970	15,920	10,380	16,740
336 DECATUR (20,899)	7,350	11,025 11,392(24 YRS)	8,085	12,128 12,495(24 YRS)	8,820	13,230 13,598(24 YRS)
337 DES PLAINES (ELEM.) (7,273)	7,600	11,640 11,740(20 YRS)	8,495	13,440 13,540(20 YRS)	8,495 11,170(4)	16,175 16,275(20 YRS)
338 DOWNERS GROVE (ELEM.) (6,272)	7,920	10,771 11,563(MERIT)	8,554	15,048 15,840(MERIT)	9,266	16,315 17,107(MERIT)
339 EAST MAINE, NILES (ELEM.) (7,279)	7,500	10,750	8,300	13,650	8,800	15,050
340 EVANSTON (ELEM.) (10,454)	7,700	10,780	8,470	12,782	9,086	14,091
341 FREEPORT (7,338)	7,400	10,510	8,660	12,730	9,620	14,280
342 GLENBARD, GLEN ELLYN (H.S.) (7,020)	8,475	11,949 12,967(29 YRS)	9,322	16,441 17,713(29 YRS)	9,322 10,763(3)	17,034 17,882(29 YRS)
343 GRANITE CITY (14,839)	8,400	13,600	9,150	14,350	9,400	14,600
344 HARLEM DIST., ROCKFORD (13,670)	7,900	11,850	9,480	14,220	11,060	15,800
345 JOLIET (ELEM.) (12,047)	8,300	10,850 12,930(25 YRS)	9,000	13,100 13,680(25 YRS)	9,600	13,700 14,280(25 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	BACHELOR'S AVE.	MASTER'S NO. 11	MASTER'S AVE.	SIX YEARS NO. 12	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$11,020	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	265		315
$12,295	7 YRS	14	$140	19	$144	19	$202	FULL CREDIT	NO	1,840		316
$12,070	DOC.	22	$125	22	$143	22	$194	FULL CREDIT	NO	1,550	4,35	317
$11,595	DOC.	14	$147	14	$179	14	$261	FULL CREDIT	NO	246	3, 4, 6,30	318
$12,385	7 YRS	14	$158	15	$176	15	$260	FULL CREDIT	NO	1,553		319
$10,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	275		320
$11,120	DOC.	14	$144	14	$175	14	$255	FULL CREDIT	NO	295	3, 4, 6,30	321
$11,720	7 YRS	14	$140	14	$168	14	$255	FULL CREDIT	NO	426		322
$10,920	DOC.	14	$140	14	$168	14	$248	FULL CREDIT	NO	350	4	323
$12,938	DOC.	8	$363	8	$387	8	$509	STEP 7	NO	7,948	3	324
$10,788	6 YRS	10	$229	12	$258	13	$253	STEP 6	NO	981		325
$10,004	M. A. +	13	$192	15	$191	...	...	FULL CREDIT	B.A. MIN. = 1.00	393		326
$10,875	6 YRS	8	$270	10	$350	11	$364	STEP 4	B.A. MIN. = 1.00	217	6	327
$ 9,884	6 YRS	11	$134	11	$209	11	$249	FULL CREDIT	NO	504		328
$ 9,085	M.A.	16	$133	16	$133	...	...	STEP 7	NO	255		329
$14,060	6 YRS +	9	$380	12	$361	14	$353	FULL CREDIT	NO	656		330
$15,288	6 YRS	12	$364	15	$385	15	$385	STEP 8	B.A. MIN. = 1.00	500	4	331
$16,290	6 YRS	8	$406	12	$399	...	...	FULL CREDIT	NO	523	10	332
$14,459	DOC.	10	$284	11	$326	13	$323	FULL CREDIT	NO	364		333
$16,500	DOC.	4	$425	11	$400	12	$383	FULL CREDIT	NO	710		334
$17,200	DOC.	14	$396	14	$425	14	$454	STEP 8	NO	25,403	2	335
$14,332	7 YRS	10	$368	11	$368	12	$368	STEP 9	NO	919	3	336
$16,175	6 YRS	12	$337	15	$330	16	$461	STEP 9	NO	378	3	337
$16,315	6 YRS	14	$204	21	$309	23	$306	STEP 11	NO	278	5, 7	338
$15,550	7 YRS	9	$361	16	$334	19	$329	STEP 7	NO	421		339
$17,017	DOC.	11	$280	13	$332	15	$334	STEP 6	B.A. MIN. = 1.00	475	3, 4, 7	340
$14,650	6 YRS +	10	$311	13	$313	15	$311	FULL CREDIT	NO	359	3, 4	341
$17,373	6 YRS +	11	$316	14	$509	14	$551	STEP 10	B.A. MIN. = 1.00	385		342
$14,600	6 YRS	11	$473	11	$473	11	$473	FULL CREDIT	NO	674		343
$15,800	6 YRS	10	$395	12	$395	12	$395	STEP 7	B.A. MIN. = 1.00	404	4	344
$13,700	6 YRS	9	$283	14	$293	14	$293	STEP 6	NO	543		345

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2	BACHELOR'S DEGREE (OR 4 YEARS) MAXIMUM 3	MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4	MASTER'S DEGREE (OR 5 YEARS) MAXIMUM 5	SIX YEARS (M.A. PLUS 30) MINIMUM 6	SIX YEARS (M.A. PLUS 30) MAXIMUM 7
ILLINOIS (CONTINUED)						
346 MAINE TWP. PARK RIDGE (H.S.) (11,300)	$8,000	$11,995	$8,650	$15,400	$ 9,350	$16,600
347 MOLINE (12,520)	7,600	11,700	8,740	14,820	9,500	15,990
348 NILES TWP., SKOKIE (H.S.) (7,963)	8,360	10,904	9,300	16,126	10,032	16,857
349 PALATINE (ELEM.) (11,929)	7,730	12,501	8,735	14,240	9,353	14,858
350 PARK RIDGE (ELEM.) (6,578)	7,600	12,160	8,588	13,452	9,728	14,592
351 PEKIN (ELEM.) (6,000)	7,500	10,650 11,150(35 YRS)	8,250	11,850 12,350(35 YRS)	9,000	12,600 13,100(35 YRS)
352 PEORIA (26,287)	7,500	10,200	8,100	12,312	8,700	13,572
353 QUINCY (9,738)	7,600	10,600	8,500	13,100	9,200	15,800
354 ROCKFORD (43,397)	7,400	10,863	8,554	12,402	9,709	14,711
355 ROCK ISLAND (11,670)	7,800	12,300	9,050	14,675	9,850	15,850
356 SOUTH STICKNEY, BURBANK (6,250)	8,450	12,050	9,450	13,550	9,950	14,050
357 SPRINGFIELD (23,500)	7,800	11,505	9,360	13,806	10,920	15,737
358 URBANA (6,700)	7,400	11,100	8,300	13,000	9,200	13,850
359 VILLA PARK (ELEM.) (6,822)	7,900	10,530	8,848	13,365	9,796	15,552
360 WAUKEGAN (ELEM.) (14,717)	7,900	10,744	8,690	15,200 15,634(20 YRS)	9,322	15,832 16,206(20 YRS)
361 WORTH, DIST. 218 (H.S.) (7,068)	8,400	12,689	9,240	16,184	9,660	16,775
INDIANA						
362 ANDERSON (17,139)	7,300	10,300	7,700	13,100	8,000	13,400
363 BARTHOLOMEW DIST., COLUMBUS (13,657)	7,593	10,058	7,958	13,680	8,558	14,280
364 EAST ALLEN CO., NEW HAVEN (12,189)	7,350	11,613	7,791	13,671	8,391	14,271
365 EAST CHICAGO (10,016)	8,100	12,023 12,880(25 YRS)	8,425	13,313 14,305(25 YRS)	8,926	13,864 15,263(25 YRS)
366 EVANSVILLE (33,957)	7,445	10,530	7,790	13,700	8,201	14,111
367 FORT WAYNE (43,016)	7,450	12,516	8,195	14,006	8,642	14,453
368 GARY (48,770)	8,042	11,995 12,359(30 YRS)	8,403	13,360 13,724(30 YRS)	8,868	13,846 14,210(30 YRS)
369 GREATER CLARK CO., JEFFERSONVILLE (12,250)	7,200	10,352	7,444	12,988	7,865	14,026
370 HAMMOND (23,635)	7,650	11,934 12,852(22 YRS)	8,032	13,540 14,573(24 YRS)	8,109	14,229 15,376(24 YRS)
371 HUNTINGTON (8,386)	7,125	10,275	7,660	12,366	8,010	12,716
372 INDIANAPOLIS (106,086)	7,200	11,300	7,700	13,300	8,200	13,800
373 KOKOMO (12,900)	7,500	11,000	7,632	13,500	8,162	14,200
374 LAFAYETTE (10,558)	7,200	10,728	7,920	14,076	...	...
375 LAKE RIDGE, GARY (6,010)	7,974	12,318	8,536	14,291	8,877	14,869
376 LAWRENCE (9,564)	6,850	10,275 10,960(20 YRS)	7,330	12,878	7,730	13,278
377 MARION (11,918)	7,375	10,768	7,670	13,422	7,670 9,882(7)	13,865
378 MICHIGAN CITY (13,264)	7,480	10,600 11,100(41 YRS)	7,740	13,220 13,720(41 YRS)	7,940	13,870 14,370(41 YRS)
379 MISHAWAKA (7,136)	7,216	11,546	7,793	13,566	8,193	13,966
380 MONROE CO., BLOOMINGTON (13,124)	6,550	9,170 9,603(30 YRS)	6,970	13,100 13,533(30 YRS)	7,441	13,572 14,004(30 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S		MASTER'S		SIX YEARS						
		NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$17,800	DOC.	15	$266	15	$450	17	$426	STEP 10	NO	726	3, 6	346
$15,990	6 YRS	10	$410	15	$405	16	$406	FULL CREDIT	B.A. MIN. = 1.00	579		347
$19,263	DOC.	7	$363	15	$455	17	$401	FULL CREDIT	NO	525		348
$14,858	6 YRS	13	$367	15	$367	15	$367	FULL CREDIT	NO	550		349
$16,112	7 YRS	17	$268	17	$286	17	$286	STEP 12	B.A. MIN. = 1.00	304		350
$12,600	6 YRS	12	$262	12	$300	12	$300	FULL CREDIT	NO	268	4	351
$14,400	DOC.	9	$300	13	$324	14	$348	STEP 7	B.A. MIN. = 1.00	1,187		352
$18,600	DOC.	12	$250	15	$307	18	$367	STEP 8	NO	473		353
$14,711	6 YRS	9	$385	10	$385	13	$385	FULL CREDIT	B.A. MIN. = 1.00	2,098	3	354
$15,850	6 YRS	12	$375	15	$375	16	$375	STEP 10	NO	449		355
$14,050	6 YRS	10	$360	11	$373	11	$373	FULL CREDIT	NO	260		356
$16,517	6 YRS +	10	$370	12	$370	13	$370	STEP 7	B.A. MIN. = 1.00	1,103		357
$14,750	7 YRS	13	$285	13	$362	13	$358	STEP 11	NO	272	3, 6	358
$15,552	6 YRS	10	$263	13	$347	16	$360	STEP 8	B.A. MIN. = 1.00	295		359
$16,464	DOC.	9	$316	15	$434	15	$434	FULL CREDIT	NO	800		360
$17,216	DOC.	10	$429	16	$434	16	$445	STEP 10	NO	367		361
$13,400	6 YRS	12	$250	18	$300	18	$300	FULL CREDIT	NO	783	1, 4	362
$14,680	DOC.	14	$176	17	$337	17	$337	FULL CREDIT	NO	597	2	363
$14,271	6 YRS	17	$251	17	$346	17	$346	FULL CREDIT	NO	561		364
$13,864	6 YRS	14	$280	14	$349	14	$353	FULL CREDIT	NO	476	1	365
$14,933	DOC.	17	$181	17	$348	17	$348	FULL CREDIT	NO	1,396	1, 4	366
$15,124	DOC.	17	$298	17	$342	17	$342	FULL CREDIT	B.A. MIN. = 1.00	1,609	4	367
$14,332	DOC.	14	$282	15	$330	15	$332	STEP 9	NO	2,013	1, 4	368
$14,026	6 YRS	14	$225	18	$308	18	$342	FULL CREDIT	NO	542	23	369
$14,535	DOC.	14	$306	16	$344	16	$383	STEP 11	B.A. MIN. = 1.00	1,121	2	370
$13,603	DOC.	18	$175	18	$261	18	$261	STEP 7	NO	384	1, 4	371
$14,300	DOC.	13	$315	18	$311	18	$311	FULL CREDIT	NO	4,433	1	372
$14,200	6 YRS	16	$219	16	$367	16	$377	FULL CREDIT	NO	590	2	373
$14,076	M.A.	14	$252	19	$324	...	...	FULL CREDIT	NO	486		374
$15,612	DOC.	24	$181	25	$230	25	$240	STEP 9	NO	244		375
$13,428	DOC.	16	$214	16	$347	16	$347	FULL CREDIT	B.A. MIN. = 1.00	437	1	376
$13,865	6 YRS	15	$226	16	$359	16	$387	FULL CREDIT	NO	559		377
$13,870	6 YRS	16	$195	16	$342	16	$371	FULL CREDIT	NO	656	2, 4	378
$13,966	6 YRS	15	$289	18	$321	18	$321	STEP 11	NO	306	2	379
$15,720	DOC.	12	$218	13	$472	13	$472	FULL CREDIT	B.A. MIN. = 1.00	632	2	380

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2	BACHELOR'S DEGREE (OR 4 YEARS) MAXIMUM 3	MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4	MASTER'S DEGREE (OR 5 YEARS) MAXIMUM 5	SIX YEARS (M.A. PLUS 30) MINIMUM 6	SIX YEARS (M.A. PLUS 30) MAXIMUM 7
INDIANA (CONTINUED)						
381 MUNCIE (17,770)	$7,490	$10,368	$7,972	$13,215	$ 8,272	$13,515
382 NEW ALBANY-FLOYD CO., NEW ALBANY (12,019)	7,200	9,972	7,848	13,248	8,640	14,400
383 NEW CASTLE (6,700)	7,600	9,800	8,100	12,850	8,350	13,100
384 NORTH LAWRENCE SCHOOLS, BEDFORD (6,712)	7,036	9,507	7,272	12,314	7,472	12,514
385 PERRY TWP., INDIANAPOLIS (11,440)	6,800	9,656 10,546(20 YRS)	7,344	12,920 13,600(20 YRS)	...	...
386 PORTAGE TWP. (9,075)	7,600	11,324 11,932(25 YRS)	7,980	13,300 13,908(25 YRS)	...	...
387 RICHMOND (11,680)	7,205	10,200	7,500	13,494	7,500 9,627(6)	13,956
388 SOUTH BEND (36,003)	7,100	11,076	7,668	13,348	8,236	13,916
389 TIPPECANOE, LAFAYETTE (7,554)	7,600	9,450	7,700	13,370	8,100	13,770
390 VIGO CO., TERRE HAUTE (22,559)	7,100	10,082 10,792(39 YRS)	7,526	12,283 13,703(39 YRS)	8,236	12,993 14,413(39 YRS)
391 WARREN TWP., INDIANAPOLIS (9,774)	7,052	11,072 11,354(15 YRS)	7,616	13,399	8,039	13,963
392 WARRICK CO., BOONVILLE (7,388)	7,530	10,374	7,728	13,020	8,228	13,520
393 WASHINGTON TWP., INDIANAPOLIS (15,674)	7,060	10,802 11,014(20 YRS)	7,625	13,379 13,732(20 YRS)	8,048	13,944 14,297(20 YRS)
394 WAYNE TWP, INDIANAPOLIS (12,910)	7,000	10,936	7,680	13,168	...	...
IOWA						
395 AMES (6,025)	7,250	10,875	8,700	13,702	9,425	14,935
396 BURLINGTON (7,928)	7,025	10,116	7,973	12,083	8,606	13,031
397 CEDAR FALLS (6,749)	7,000	10,780	7,900	13,885	8,500	15,115
398 CEDAR RAPIDS (24,682)	7,300	9,850	8,212	13,176	8,868	14,124
399 CLINTON (7,483)	7,125	10,475	7,840	12,115	8,335	13,395
400 COUNCIL BLUFFS (15,274)	7,000	9,660	7,840	11,900	8,540	13,300
401 DAVENPORT (23,585)	7,300	10,622	8,614	13,870	9,344	14,600
402 DES MOINES (45,517)	7,300	11,570	8,030	13,140	8,615	14,160
403 DUBUQUE (12,860)	7,066	10,952	7,702	12,436	8,338	13,072
404 FORT DODGE (7,927)	7,100	10,740 11,440(30 YRS)	7,900	12,180 12,880(30 YRS)	8,700	13,415 14,115(30 YRS)
405 IOWA CITY (9,287)	7,275	11,205	8,005	12,805	8,730	14,405
406 MARSHALLTOWN (7,002)	7,150	10,654	8,151	12,656	8,723	13,943
407 MASON CITY (7,721)	7,200	10,550	8,225	12,450	8,870	13,450
408 MUSCATINE (6,800)	7,100	11,005 11,255(30 YRS)	7,952	12,496 12,746(30 YRS)	8,520	13,455 13,705(30 YRS)
409 OTTUMWA (8,285)	7,000	9,520	7,700	11,795	8,540	13,440
410 SIOUX CITY (18,413)	7,050	10,364	7,826	12,161	8,601	13,748
411 WATERLOO (19,973)	7,200	10,872 11,304(18 YRS)	8,280	12,456 13,032(18 YRS)	9,000	13,320 14,040(18 YRS)
412 WEST DES MOINES (6,100)	7,200	10,343	7,964	12,457	8,291	13,976
KANSAS						
413 HUTCHINSON (8,670)	6,500	8,275	7,000	9,850	7,400	10,850
414 JUNCTION CITY (7,006)	6,400	8,448 8,948(30 YRS)	6,848	9,920 10,420(30 YRS)	7,296	10,880 11,380(30 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$13,515	DOC.	16	$180	18	$291	18	$291	FULL CREDIT	NO	798	2	381
$14,400	6 YRS	13	$213	16	$338	16	$360	FULL CREDIT	B.A. MIN. = 1.00	495	1	382
$13,100	6 YRS	10	$220	18	$264	18	$264	FULL CREDIT	NO	270	1, 4	383
$12,614	6 YRS +	19	$130	19	$265	19	$265	FULL CREDIT	NO	295	22	384
$12,920	M.A.	10	$286	16	$348	...	...	FULL CREDIT	NO	486	1, 4	385
$13,069	M.A.	15	$248	15	$355	...	...	FULL CREDIT	B.A. MIN. = 1.00	337	2	386
$14,650	DOC.	10	$300	18	$333	18	$359	FULL CREDIT	NO	460	1	387
$15,336	DOC.	14	$284	18	$316	18	$316	STEP 11	NO	1,625	2	388
$13,770	6 YRS	10	$245	18	$315	18	$315	FULL CREDIT	NO	335		389
$14,413	DOC.	10	$298	14	$340	14	$340	FULL CREDIT	B.A. MIN. = 1.00	1,042	2	390
$14,386	DOC.	10	$402	15	$386	15	$395	FULL CREDIT	B.A. MIN. = 1.00	447	23	391
$13,520	6 YRS	17	$167	17	$311	17	$311	FULL CREDIT	NO	269		392
$13,944	6 YRS	11	$340	15	$384	16	$369	STEP 7	B.A. MIN. = 1.00	729	1, 4	393
$13,168	M.A.	12	$328	16	$343	...	...	FULL CREDIT	NO	595	2	394
$16,892	DOC.	13	$279	14	$357	14	$394	FULL CREDIT	B.A. MIN. = 1.00	337	6	395
$13,348	6 YRS +	10	$309	13	$316	14	$316	STEP 8	B.A. MIN. = 1.00	390	8	396
$15,415	6 YRS +	12	$315	19	$315	21	$315	STEP 11	NO	354	6	397
$15,244	DOC.	10	$255	17	$292	18	$292	FULL CREDIT	NO	1,205		398
$14,110	6 YRS +	11	$305	13	$329	15	$337	FULL CREDIT	B.A. MIN. = 1.00	334	6	399
$14,350	DOC.	10	$266	13	$312	15	$317	FULL CREDIT	B.A. MIN. = 1.00	639		400
$15,330	DOC.	10	$332	15	$350	15	$350	FULL CREDIT	B.A. MIN. = 1.00	1,126	4	401
$14,460	DOC.	13	$328	14	$365	15	$370	STEP 11	NO	1,913	4,31	402
$13,425	6 YRS +	12	$324	12	$394	12	$394	STEP 10	B.A. MIN. = 1.00	594	5	403
$13,415	6 YRS +	14	$260	14	$306	14	$337	STEP 10	NO	371	6	404
$15,405	DOC.	12	$328	12	$400	12	$473	STEP 12	B.A. MIN. = 1.00	497		405
$15,873	DOC.	12	$292	14	$322	14	$373	STEP 11	NO	338		406
$15,005	DOC.	12	$279	13	$325	14	$327	STEP 10	NO	420	4	407
$13,455	6 YRS	13	$300	15	$303	16	$308	FULL CREDIT	B.A. MIN. = 1.00	280	4, 6	408
$13,440	6 YRS	9	$280	13	$315	14	$350	FULL CREDIT	NO	390		409
$13,748	6 YRS	14	$237	15	$289	16	$322	STEP 10	B.A. MIN. = 1.00	901		410
$13,320	6 YRS	12	$306	12	$348	12	$360	STEP 11	NO	887	6	411
$14,572	DOC.	9	$349	13	$346	14	$406	STEP 9	NO	265	4	412
$11,400	6 YRS +	10	$178	12	$238	15	$230	STEP 9	NO	399		413
$10,880	6 YRS	8	$256	12	$256	14	$256	STEP 8	B.A. MIN. = 1.00	330		414

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
KANSAS (CONTINUED)						
415 KANSAS CITY (34,387)	$6,800	$ 9,800	$7,365	$11,235 11,565(32 YRS)	$ 8,010	$12,460 12,790(32 YRS)
416 LAWRENCE (8,484)	6,200	8,926	6,820	10,106	7,378	10,974
417 SALINA (10,661)	6,550	8,712	7,205	10,808	7,795	11,921
418 SHAWNEE MISSION (46,007)	6,850	8,213	7,656	11,693	8,074	12,806
419 TOPEKA (23,590)	6,600	8,650 9,050(20 YRS)	7,167	10,550 10,950(20 YRS)	7,167	11,296 11,696(20 YRS)
420 WICHITA (60,856)	6,700	9,040	7,225	11,125	7,640	11,995
KENTUCKY						
421 ASHLAND (6,000)	6,150	7,935	6,745	8,530	7,340	9,125
422 BOONE CO., BURLINGTON (6,970)	6,100	8,850	6,600	9,350	7,100	9,850
423 BULLITT CO., SHEPHERDSVILLE (7,398)	6,100	8,725	6,500	9,125	6,900	9,525
424 CHRISTIAN CO., HOPKINSVILLE (6,879)	5,550	7,450	5,950	7,900	6,350	8,350
425 COVINGTON (8,469)	6,350	8,950	6,850	9,450	7,350	9,950
426 FAYETTE CO., LEXINGTON (36,211)	6,148	8,177	6,640	9,038	7,009	9,775
427 HARDIN CO.(EXCL.ELIZABETHTOWN) (8,750)	5,800	8,365	6,200	8,945	6,600	9,525
428 HOPKINS CO., MADISONVILLE (7,609)	5,500	7,410	6,050	7,960	6,600	8,510
429 JEFFERSON CO. (EXCL.LOUISVILLE) (94,805)	6,300	10,080	6,868	10,786	7,436	11,501
430 LOUISVILLE (52,448)	6,391	10,226	6,902	10,737	7,414	11,248
431 MCCRACKEN CO. (EXCL. PADUCAH) (6,541)	5,950	8,100 8,225(20 YRS)	6,400	8,750 8,875(20 YRS)	6,850	9,200 9,325(20 YRS)
432 OWENSBORO (7,617)	6,240	8,112	6,864	10,296	7,488	10,920
433 PADUCAH (6,116)	6,150	8,200	6,350	8,800	6,650	9,400
434 PERRY CO. (EXCL. HAZARD) (6,500)	5,484	7,009	5,883	7,455	6,325	7,900
435 PIKE CO. (EXCL. PIKEVILLE) (15,317)	5,664	7,340	6,060	7,760	6,510	8,230
LOUISIANA						
436 ACADIA PARISH, CROWLEY (11,505)	7,000	8,900 9,300(25 YRS)	7,200	9,750 10,150(25 YRS)	7,200	10,400 10,800(25 YRS)
437 ASCENSION PARISH, DONALDSONVILLE (8,400)	7,200	9,600	7,400	10,400	7,400 8,550(6)	11,000
438 AVOYELLES PARISH, MARKSVILLE (9,567)	7,000	8,900	7,200	9,800	7,200	10,500
439 BEAUREGARD PARISH, DERIDDER (6,500)	7,100	9,000	7,300	9,900	7,300 8,150(6)	10,600
440 BOGALUSA (6,000)	6,920	9,120	7,120	10,020	7,120 8,270(6)	10,720
441 BOSSIER PARISH, BENTON (18,600)	7,000	9,000	7,200	9,900	7,200 8,150(6)	10,600
442 CADDO PARISH, SHREVEPORT (53,855)	7,400	9,500	7,500	10,400	7,600	11,100
443 CALCASIEU PARISH, LAKE CHARLES (38,626)	7,300	9,400	7,500	10,300	7,500	11,000
444 CONCORDIA PARISH, VIDALIA (6,660)	6,500	8,700	6,700	9,600	6,700	10,300

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	AVE.	MASTER'S NO. 11	AVE.	SIX YEARS NO. 12	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$12,460	6 YRS	12	$250	15	$258	17	$262	STEP 7	NO	1,489		415
$10,106	DOC.	15	$182	11	$299	12	$300	STEP 8	B.A. MIN. = 1.00	437	6	416
$11,921	6 YRS	11	$197	15	$240	17	$243	STEP 9	B.A. MIN. = 1.00	438		417
$13,572	6 YRS +	6	$227	13	$311	15	$315	FULL CREDIT	NO	2,028		418
$12,115	DOC.	9	$228	14	$241	14	$295	STEP 9	B.A. MIN. = 1.00	1,213	6	419
$12,690	DOC.	9	$260	12	$325	13	$335	FULL CREDIT	NO	3,151		420
$ 9,125	6 YRS	12	$149	12	$149	12	$149	FULL CREDIT	NO	249	4	421
$ 9,850	6 YRS	15	$183	15	$183	15	$183	FULL CREDIT	NO	279	4	422
$ 9,525	6 YRS	15	$175	15	$175	15	$175	STEP 10	NO	284	5	423
$ 8,350	6 YRS	13	$146	13	$150	13	$154	STEP 7	NO	324		424
$ 9,950	6 YRS	14	$186	14	$186	14	$186	STEP 10	NO	350		425
$10,329	DOC.	11	$184	13	$184	15	$184	STEP 10	NO	1,625	3	426
$ 9,525	6 YRS	15	$171	15	$183	15	$195	STEP 10	NO	497		427
$ 8,510	6 YRS	10	$191	10	$191	10	$191	STEP 7	NO	325	4	428
$11,501	6 YRS	13	$291	14	$280	15	$271	STEP 10	B.A. MIN. = 1.00	3,731	3, 4	429
$11,248	6 YRS	15	$256	15	$256	15	$256	STEP 10	B.A. MIN. = 1.00	2,268	3	430
$ 9,200	DOC.	10	$215	12	$196	12	$196	STEP 7	NO	315		431
$12,228	DOC.	11	$170	11	$312	11	$312	FULL CREDIT	B.A. MIN. = 1.00	343		432
$ 9,400	6 YRS	11	$186	13	$188	15	$183	FULL CREDIT	NO	305	4	433
$ 7,900	6 YRS	10	$152	10	$157	10	$158	FULL CREDIT	NO	281	4	434
$ 8,230	6 YRS	10	$168	10	$170	10	$172	FULL CREDIT	NO	590		435
$10,900	DOC.	10	$190	11	$232	11	$291	STEP 7	NO	475		436
$11,000	6 YRS	10	$240	11	$273	12	$300	FULL CREDIT	NO	335	4,30	437
$11,000	DOC.	10	$190	11	$236	12	$275	FULL CREDIT	NO	470		438
$10,600	6 YRS	10	$190	11	$236	12	$275	FULL CREDIT	NO	280		439
$11,220	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	220	4,30	440
$11,100	DOC.	10	$200	11	$245	12	$283	FULL CREDIT	NO	740	4,30	441
$11,600	DOC.	12	$175	14	$207	14	$250	FULL CREDIT	NO	2,377	30	442
$11,500	DOC.	10	$210	11	$255	12	$292	FULL CREDIT	NO	1,677		443
$10,800	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	310	4,30	444

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
LOUISIANA (CONTINUED)						
445 DE SOTO PARISH, MANSFIELD (6,000)	$6,000	$ 8,200	$6,200	$ 9,100	$ 6,200	$ 9,800
446 EAST BATON ROUGE PARISH, BATON ROUGE (64,272)	7,350	9,550 10,250(45 YRS)	7,550	10,450 11,050(41 YRS)	7,550	11,150 11,750(42 YRS)
447 EVANGELINE PARISH, VILLE PLATTE (6,100)	6,000	8,200	6,200	9,100	6,200 7,350(6)	9,800
448 FRANKLIN PARISH, WINNSBORO (7,200)	6,000	8,200	6,200	9,100	6,200	9,800
449 IBERIA PARISH, NEW IBERIA (14,500)	6,600	8,800	6,800	9,700	6,800 7,950(6)	10,400
450 IBERVILLE PARISH, PLAQUEMINE (7,569)	7,200	9,400 10,100(45 YRS)	7,400	10,300 10,900(45 YRS)	7,400	11,000 11,600(45 YRS)
451 JEFFERSON PARISH, GRETNA (60,212)	7,040	10,430	7,346	11,040	7,650	11,450
452 JEFFERSON DAVIS PARISH (7,900)	6,900	8,700	7,100	9,600	7,100 7,850(6)	10,300
453 LAFOURCHE PARISH, THIBODAUX (19,149)	7,000	9,200	7,200	10,100	7,200 8,350(6)	10,800
454 LINCOLN PARISH, RUSTON (7,200)	6,000	8,200	6,200	9,100	6,200	9,800
455 LIVINGSTON PARISH (10,184)	6,800	8,700	7,000	9,600	7,000	10,300
456 MONROE (9,908)	6,000	8,200	6,200	9,100	6,200	9,800
457 MOREHOUSE PARISH, BASTROP (9,025)	6,200	8,200	6,400	9,100	6,400	9,800
458 NATCHITOCHES PARISH (8,700)	6,000	8,200	6,200	9,100	6,200	9,800
459 ORLEANS PARISH, NEW ORLEANS (108,249)	7,000	10,300 10,500(20 YRS)	7,300	10,900 11,100(20 YRS)	7,600	11,200 11,400(20 YRS)
460 OUACHITA PARISH (EXCL. MONROE) (17,286)	6,780	8,980	6,980	9,880	6,980	10,580
461 POINTE COUPEE PARISH, NEW ROADS (11,084)	6,600	8,800	6,800	9,700	6,800	10,400
462 RAPIDES PARISH, ALEXANDRIA (28,000)	6,800	9,000	7,000	9,900	7,000 8,150(6)	10,600
463 RICHLAND PARISH, RAYVILLE (6,706)	6,000	8,200	6,200	9,100	6,200	9,800
464 ST. BERNARD PARISH, CHALMETTE (13,320)	7,135	9,750	7,442	11,132	7,600	11,440
465 ST. CHARLES PARISH, LULING (8,319)	7,300	9,800	7,442	10,700	7,750	11,000
466 ST. JOHN THE BAPTIST PARISH, RESERVE (6,000)	7,000	9,400	7,200	10,550	7,200	11,500
467 ST. LANDRY PARISH, OPELOUSAS (21,366)	7,200	9,000	7,200 7,400(3)	9,900	7,200 8,150(6)	10,600
468 ST. MARTIN PARISH, ST. MARTINVILLE (8,651)	7,100	9,100	7,300	10,000	7,300	10,700
469 ST. MARY PARISH, FRANKLIN (15,974)	6,600	8,750	6,800	9,750	6,800	10,400
470 ST. TAMMANY PARISH, COVINGTON (15,700)	7,150	9,100	7,250	10,000	7,250 8,250(6)	10,700
471 TERREBONNE PARISH, HOUMA (21,000)	6,900	8,900	7,100	10,050	7,100	11,000

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELUR'S NO. 10	AVE.	MASTER'S NO. 11	AVE.	SIX YEARS NO. 12	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	280	4	445
$11,650	DOC.	10	$220	11	$263	12	$300	FULL CREDIT	NO	2,939		446
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	244	4	447
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	280	4	448
$10,900	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	660	4,30	449
$11,500	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	443		450
$11,660	DOC.	11	$308	12	$308	12	$317	STEP 7	NO	2,400	3, 4	451
$10,800	DOC.	10	$180	11	$227	12	$267	FULL CREDIT	NO	400	4,30	452
$11,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	839	30	453
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	315	4	454
$10,300	6 YRS	10	$190	11	$236	12	$275	STEP 7	NO	459	4	455
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	457		456
$10,300	DOC.	10	$200	11	$245	12	$283	FULL CREDIT	NO	415	4	457
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	470	4	458
$11,500	DOC.	11	$300	12	$300	12	$300	STEP 13	NO	4,363		459
$11,080	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	792		460
$10,900	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	247		461
$11,100	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	1,273	4,30	462
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	329		463
$11,747	DOC.	11	$238	12	$308	12	$320	FULL CREDIT	NO	538		464
$11,300	DOC.	10	$250	12	$272	12	$271	FULL CREDIT	NO	378		465
$11,500	6 YRS	10	$240	11	$305	12	$358	FULL CREDIT	NO	292		466
$11,100	DOC.	8	$225	10	$270	11	$309	FULL CREDIT	NO	1,037		467
$11,000	6 YRS +	9	$222	10	$270	11	$309	FULL CREDIT	NO	411		468
$10,400	6 YRS	10	$215	11	$268	12	$300	STEP 7	NO	729		469
$11,050	DOC.	10	$195	11	$250	12	$288	FULL CREDIT	NO	715	4,30	470
$11,000	6 YRS	10	$200	11	$268	12	$325	FULL CREDIT	NO	925	30	471

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	LOUISIANA (CONTINUED)						
472	VERMILION PARISH, ABBEVILLE (9,805)	$6,600	$ 8,800	$6,800	$ 9,700	$ 6,800 7,950(6)	$10,400
473	VERNON PARISH, LEESVILLE (9,215)	6,000	8,200	6,200	9,100	6,500	10,100
474	WEBSTER PARISH, MINDEN (10,156)	6,700	8,780	6,900	9,680	6,900	10,380
	MAINE						
475	BANGOR (7,064)	6,400	9,928	7,056	10,945	7,779	12,067
476	LEWISTON (6,694)	6,500	9,750	7,000	10,500	7,500	11,250
477	PORTLAND (13,831)	6,780	10,170	7,458	11,526	7,797	12,204
	MARYLAND						
478	ALLEGANY CO., CUMBERLAND (17,635)	6,900	11,090 11,290(20 YRS)	6,900 8,500(4)	11,900 12,100(20 YRS)	7,240 8,840(4)	12,240 12,440(20 YRS)
479	ANNE ARUNDEL CO., ANNAPOLIS (71,963)	7,588	12,135 12,584(25 YRS)	8,328	13,325 13,800(25 YRS)	8,328 10,469(4)	14,091 14,541(24 YRS)
480	BALTIMORE (192,668)	7,500	11,700 12,200(20 YRS)	8,000	12,400 12,900(20 YRS)	8,500	12,900 13,400(20 YRS)
481	BALTIMORE CO., TOWSON (133,680)	7,200	11,200 13,200(35 YRS)	7,800	14,300 16,300(35 YRS)	8,820	14,980 16,980(35 YRS)
482	CARROLL CO., WESTMINSTER (16,621)	7,040	11,475	7,674	12,250 12,602(21 YRS)	8,307	12,883 13,235(21 YRS)
483	CECIL CO., ELKTON (11,939)	7,000	11,620	7,700	12,320	8,300	12,920
484	CHARLES CO., LA PLATA (12,431)	7,300	10,300	7,900	12,500 12,800(19 YRS)	8,500	13,100 13,400(19 YRS)
485	DORCHESTER CO., CAMBRIDGE (6,338)	6,950	10,772 11,467(16 YRS)	7,645	11,467 12,162(16 YRS)	8,340	12,162 12,510(16 YRS)
486	FREDERICK CO. (19,392)	7,175	11,120	7,895	12,915 13,455(19 YRS)	8,610	13,635 14,170(19 YRS)
487	HARFORD CO., BEL AIR (30,670)	7,500	12,540 12,940(25 YRS)	8,250	13,920 14,320(25 YRS)	9,000	15,300 15,700(25 YRS)
488	HOWARD CO., CLARKSVILLE (17,277)	7,500	12,276 13,470(24 YRS)	8,550	14,122 14,918(24 YRS)	9,000	14,572 15,368(24 YRS)
489	MONTGOMERY CO., ROCKVILLE (124,115)	7,613	10,354	8,527	15,455	9,136	16,064
490	PRINCE GEORGE'S CO., UPPER MARLBORO (160,637)	7,600	13,224 13,756(24 YRS)	9,120	15,200 15,732(24 YRS)	9,880	15,960 16,492(24 YRS)
491	ST. MARY'S CO., LEONARDTOWN (11,206)	7,300	11,955	7,970	12,679	7,970 9,781(4)	13,404
492	WASHINGTON CO., HAGERSTOWN (23,639)	7,200	11,040	7,590	12,075 12,765(23 YRS)	7,590 9,315(4)	13,110 13,800(24 YRS)
493	WORCESTER CO., SNOW HILL (6,732)	7,100	11,150	7,600	11,950	7,800	12,150
	MASSACHUSETTS						
494	ATTLEBORO (7,210)	7,400	11,900	8,100	12,600	8,600	13,100
495	BEVERLY (8,232)	6,400	10,240 10,990(17 YRS)	7,040	11,260 12,010(17 YRS)	7,680	12,290 13,040(17 YRS)
496	BILLERICA (8,976)	7,300	11,500	7,800	12,000	...	12,400
497	BOSTON (96,139)	7,600	12,900	8,200	13,700	8,800	14,500
498	CAMBRIDGE (10,202)	8,208	13,824	9,008	14,624	10,208	15,824

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$10,900	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	454		472
$10,300	DOC.	10	$220	11	$264	12	$300	FULL CREDIT	NO	367		473
$10,880	DOC.	10	$208	11	$253	12	$290	STEP 7	NO	505		474
$13,304	DOC.	9	$392	9	$432	9	$476	FULL CREDIT	NO	316		475
$12,000	DOC.	10	$325	10	$350	10	$375	FULL CREDIT	NO	269		476
$12,882	DOC.	10	$339	12	$339	13	$339	FULL CREDIT	B.A. MIN. = 1.00	590		477
$13,260	DOC.	13	$322	13	$385	13	$385	FULL CREDIT	NO	725		478
$14,841	DOC.	10	$455	11	$536	11	$591	FULL CREDIT	NO	3,565		479
$13,400	DOC.	13	$323	13	$338	13	$338	STEP 11	NO	7,871	3	480
$15,660	DOC.	9	$444	13	$500	13	$500	FULL CREDIT	NO	5,896		481
$13,517	DOC.	13	$341	13	$352	13	$352	FULL CREDIT	B.A. MIN. = 1.00	713		482
$13,720	DOC.	13	$355	13	$355	13	$355	FULL CREDIT	B.A. MIN. = 1.00	505	4	483
$13,700	DOC.	9	$333	14	$329	14	$329	FULL CREDIT	NO	540		484
$13,552	DOC.	11	$347	11	$347	11	$347	FULL CREDIT	NO	274		485
$14,350	DOC.	11	$359	14	$359	14	$359	FULL CREDIT	NO	938		486
$15,700	DOC.	14	$360	14	$405	14	$450	STEP 11	B.A. MIN. = 1.00	1,313	25	487
$15,072	DOC.	12	$398	14	$398	14	$398	FULL CREDIT	OTHER	824		488
$16,064	6 YRS	6	$457	13	$533	13	$533	STEP 6	NO	6,212		489
$16,740	DOC.	13	$433	13	$468	13	$468	STEP 8	NO	7,754		490
$14,128	DOC.	13	$358	13	$362	13	$418	FULL CREDIT	NO	515		491
$14,490	DOC.	12	$320	13	$345	14	$394	FULL CREDIT	B.A. MIN. = 1.00	915		492
$12,150	6 YRS	12	$338	13	$335	13	$335	FULL CREDIT	NO	302		493
$13,400	DOC.	10	$450	10	$450	10	$450	FULL CREDIT	NO	353	4	494
$13,310	DOC.	10	$384	10	$422	10	$461	FULL CREDIT	NO	398	3	495
$12,400	6 YRS	10	$420	10	$420	...	...	FULL CREDIT	NO	434	10	496
$15,300	DOC.	8	$662	8	$688	8	$712	STEP 4	NO	4,652	3, 5	497
$16,624	DOC.	10	$562	10	$562	10	$562	STEP 6	NO	724		498

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	MASSACHUSETTS (CONTINUED)						
499	CHELMSFORD (8,755)	$7,560	$11,655	$8,400	$12,705	$ 8,715	$13,020
500	FALL RIVER (12,783)	6,800	10,500	7,400	11,100	8,000	11,700
501	FITCHBURG (7,382)	7,400	11,600	8,100	12,400	8,900	13,100
502	HAVERHILL (9,186)	7,000	10,500	7,700	11,200	8,400	12,250
503	HOLYOKE (9,229)	7,000	10,200	7,500	11,000	8,000	11,500
504	LEOMINSTER (6,781)	7,050	10,928	7,550	11,985	7,550 9,518(3)	12,690
505	LOWELL (15,994)	7,500	11,000	8,100	11,600	8,600	12,100
506	MEDFORD (11,138)	7,100	11,300	7,800	12,000	8,400	12,600
507	NATICK (8,659)	7,200	11,400	7,700	12,600	8,200	13,100
508	NEEDHAM (7,572)	7,500	12,350 13,850(MERIT)	8,100	13,175 14,825(MERIT)	8,700	13,975 15,625(MERIT)
509	NORWOOD (7,257)	7,400	12,000	8,100	13,200	8,700	13,800
510	PEABODY (10,014)	7,300	10,725	7,900	11,900	8,500	12,550
511	PITTSFIELD (12,686)	7,250	11,232	7,900	12,245	8,300	12,865
512	QUINCY (17,106)	7,500	12,300	8,250	13,575	9,000	14,850
513	RANDOLPH (6,829)	7,300	11,400	7,800	12,826	8,300	13,356
514	REVERE (7,567)	7,450	12,400 13,400(40 YRS)	8,350	13,300 14,300(40 YRS)	8,950	13,900 14,900(40 YRS)
515	SALEM (6,533)	7,560	11,585	8,269	12,339	8,923	12,993
516	SAUGUS (6,131)	7,526	11,660	8,162	12,826	8,798	13,409
517	SPRINGFIELD (31,343)	7,596	11,552	8,124	12,080	8,651	12,607
518	STOUGHTON (6,209)	7,300	12,000	7,900	13,000	8,300	13,500
519	TAUNTON (6,843)	7,100	11,000	7,600	12,200	8,100	12,700
520	WALTHAM (11,415)	7,632	12,482	8,182	13,282	8,632	13,732
521	WELLESLEY (6,140)	7,700	12,450	8,250	13,725	8,550	14,785
522	WESTFIELD (6,955)	7,095	11,214	7,796	11,915	8,498	12,617
523	WORCESTER (30,183)	7,200	11,200	7,900	11,900	8,500	12,500
	MICHIGAN						
524	ALPENA (8,200)	8,050	10,868	8,850	14,208	9,338	14,892
525	ANN ARBOR (20,101)	7,700	12,700	8,300	15,100	8,600	15,600
526	BATTLE CREEK (10,498)	8,000	12,950	8,400	14,650	8,730	14,980
527	BAY CITY (16,747)	8,000	12,800	8,873	14,000	9,273	14,400
528	BEDFORD, TEMPERANCE (6,423)	7,304	11,833	8,163	12,674	9,022	13,515
529	BENTON HARBOR (11,316)	7,500	12,000	8,100	13,500	8,700	14,100
530	BERKLEY (8,173)	8,050	13,300	8,855	15,300	9,700	16,100
531	CARMAN (9,000)	8,300	13,520	9,151	14,906	11,123	16,434
532	CENTER LINE (6,434)	8,635	14,232	9,325	16,157	9,930	17,204
533	CLARKSTON (6,466)	7,840	12,490 13,420(20 YRS)	8,465	13,550 14,566(20 YRS)	9,250	14,550 15,610(20 YRS)
534	DEARBORN (20,884)	8,250	13,375	9,000	15,200	9,450	15,650
535	DETROIT (283,454)	8,277	13,443	9,153	15,500	9,453	16,200
536	FLINT (45,236)	8,500	13,260	9,030	14,945	9,570	15,840
537	FRASER (7,616)	8,500	13,200	9,200	16,100	9,800	17,100
538	GARDEN CITY (13,679)	8,050	12,880	9,258	15,134	10,385	16,261

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	BACHELOR'S AVE.	MASTER'S NO.	MASTER'S AVE.	SIX YEARS NO.	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$13,020	6 YRS	10	$410	10	$430	10	$430	FULL CREDIT	NO	447		499
$11,900	DOC.	10	$370	10	$370	10	$370	FULL CREDIT	NO	628	3, 4	500
$13,600	7 YRS	10	$420	10	$430	10	$420	FULL CREDIT	NO	295		501
$13,650	7 YRS	10	$350	10	$350	11	$350	STEP 14	NO	441		502
$12,000	DOC.	10	$320	11	$318	11	$318	STEP 7	NO	398	3	503
$13,395	DOC.	11	$353	12	$370	12	$428	STEP 7	B.A. MIN. = 1.00	300	3	504
$12,600	DOC.	8	$438	8	$438	8	$438	FULL CREDIT	NO	736	9	505
$13,300	DOC.	11	$382	11	$382	11	$382	FULL CREDIT	NO	513	3	506
$13,900	DOC.	11	$382	11	$445	11	$445	FULL CREDIT	NO	421	3	507
$14,575	DOC.	11	$441	11	$461	11	$480	STEP 11	NO	475	8	508
$13,800	6 YRS	10	$460	11	$464	11	$464	FULL CREDIT	NO	434		509
$13,225	DOC.	10	$342	11	$364	11	$368	FULL CREDIT	NO	480		510
$13,485	DOC.	11	$362	11	$395	11	$415	STEP 10	NO	728		511
$14,850	6 YRS	9	$533	10	$533	11	$532	STEP 7	B.A. MIN. = 1.00	857		512
$13,356	6 YRS	9	$456	11	$457	11	$460	FULL CREDIT	NO	325		513
$14,550	DOC.	9	$550	9	$550	9	$550	FULL CREDIT	NO	415		514
$13,747	DOC.	10	$402	10	$407	10	$407	STEP 6	NO	357		515
$14,045	DOC.	11	$376	11	$424	11	$419	STEP 7	NO	291		516
$13,135	DOC.	11	$360	11	$360	11	$360	FULL CREDIT	NO	1,311	28	517
$13,500	M.A.	10	$470	10	$510	10	$520	FULL CREDIT	NO	291		518
$13,200	DOC.	9	$433	11	$418	11	$418	FULL CREDIT	NO	329		519
$15,482	DOC.	10	$485	10	$510	10	$510	FULL CREDIT	NO	598		520
$14,785	6 YRS	11	$432	11	$498	11	$567	STEP 10	NO	343	8	521
$13,318	DOC.	11	$374	11	$374	11	$374	FULL CREDIT	NO	320		522
$13,100	DOC.	9	$444	9	$444	9	$444	FULL CREDIT	NO	1,568	3	523
$15,899	DOC.	7	$403	11	$487	11	$505	STEP 7	NO	328	4	524
$17,000	DOC.	10	$500	10	$680	10	$700	FULL CREDIT	NO	1,070	3	525
$15,640	DOC.	11	$450	12	$521	12	$521	STEP 7	NO	519		526
$14,400	6 YRS	11	$436	11	$466	11	$466	STEP 11	B.A. MIN. = 1.00	676	3	527
$13,515	6 YRS	10	$453	10	$451	10	$449	FULL CREDIT	NO	222	3	528
$14,100	6 YRS	10	$450	12	$450	12	$450	STEP 8	B.A. MIN. = 1.00	487	3	529
$16,100	6 YRS	9	$583	9	$716	9	$711	FULL CREDIT	NO	406	3	530
$16,434	6 YRS	10	$522	10	$576	10	$531	FULL CREDIT	NO	395	4	531
$17,204	M. A. +	10	$560	10	$683	10	$727	STEP 5	NO	257	4	532
$14,550	6 YRS	10	$465	10	$508	10	$530	STEP 6	NO	265	4	533
$16,700	DOC.	9	$569	10	$620	10	$620	STEP 5	NO	1,159	3	534
$16,500	DOC.	11	$517	11	$635	12	$613	STEP 9	NO	10,533	3	535
$16,140	DOC.	11	$433	11	$538	11	$570	STEP 8	NO	1,989		536
$17,100	6 YRS	9	$522	10	$690	10	$730	FULL CREDIT	NO	298		537
$17,388	DOC.	10	$483	11	$534	11	$534	STEP 11	B.A. MIN. = 1.00	551	3	538

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	MICHIGAN (CONTINUED)						
539	GRAND RAPIDS (35,010)	$7,800	$11,600 11,900(22 YRS)	$8,400	$13,800 14,400(22 YRS)	$ 8,700	$14,100 14,700(22 YRS)
540	GROSSE POINTE (13,287)	8,700	14,320 15,016(23 YRS)	10,000	16,330 17,026(23 YRS)	10,627	16,957 17,653(23 YRS)
541	HAZEL PARK (8,016)	8,100	13,850	8,900	15,650	9,600	16,350
542	HIGHLAND PARK (7,708)	8,800	14,300 14,700(15 YRS)	9,600	16,500 16,900(15 YRS)	10,000	16,900 17,300(15 YRS)
543	JACKSON (13,594)	8,600	13,803	9,228	15,471	9,856	16,572
544	KALAMAZOO (17,832)	8,000	13,120	8,640	14,800	9,280	15,440
545	L'ANSE CREUSE DIST., MT. CLEMENS (7,960)	8,350	13,652	9,300	16,136	9,800	17,003
546	LANSING (32,931)	7,850	12,560	8,478	14,287	9,106	14,915
547	LAPEER (6,323)	7,700	12,000	8,200	13,000	...	...
548	LINCOLN PARK (11,571)	8,050	13,005	8,925	15,010	9,875	16,050
549	LIVONIA (38,237)	8,240	13,678	9,064	15,656	9,364	15,956
550	MUSKEGON (10,166)	7,825	12,677 13,877(42 YRS)	8,295	13,929 15,129(42 YRS)	8,451	14,163 15,363(42 YRS)
551	NILES (6,703)	8,056	12,084	8,700	14,098	9,506	14,904 16,112(MERIT)
552	PORT HURON (15,380)	8,500	12,731	9,350	14,960	10,200	15,810
553	REDFORD (9,463)	8,000	13,072 13,464(25 YRS)	8,720	15,048 15,499(25 YRS)	9,440	16,016 16,496(25 YRS)
554	ROCHESTER (9,350)	8,300	13,900	9,200	15,800	10,100	17,700
555	ROSEVILLE (14,400)	8,000	13,000	8,500	15,000	9,000	15,500
556	SAGINAW (22,790)	8,400	13,667	9,097	15,288	9,685	16,800
557	SOUTHFIELD (16,257)	8,464	13,648	8,993	16,300	9,522	16,822
558	TAYLOR (18,486)	8,640	14,256	9,450	16,378	10,206	17,188
559	UTICA (20,064)	8,600	14,104 15,604(24 YRS)	9,632	16,598 18,098(24 YRS)	10,836	18,318 19,818(24 YRS)
560	WALLED LAKE (11,200)	8,100	13,333	8,667	15,001	9,113	15,763
561	WARREN (32,317)	8,200	13,999	9,300	16,599	10,100	17,399
562	WARREN WOODS, WARREN (9,259)	8,453	13,525	9,129	16,189	9,890	17,160
563	WAYNE (23,136)	8,050	12,850	8,600	15,045	9,150	15,545 16,100(15 YRS)
564	WYANDOTTE (8,248)	8,600	13,786	9,294	14,915	...	...
565	WYOMING (7,697)	7,867	12,272	8,103	13,373	8,417	14,474
566	YPSILANTI (7,700)	8,150	13,000	8,800	15,300	9,100	15,700
	MINNESOTA						
567	ANOKA-HENNEPIN, ANOKA (27,607)	7,550	11,775	8,550	14,925	9,350	16,270
568	AUSTIN (7,506)	7,200	11,984	7,920	13,629	8,460	14,509
569	BLOOMINGTON (25,216)	7,725	12,592	9,038	15,914	10,043	17,227
570	BRAINERD (6,542)	6,900	11,380	7,800	12,380	...	...
571	BURNSVILLE (7,781)	7,700	11,374	8,600	15,222	8,600	17,220
572	COLUMBIA HEIGHTS (7,842)	7,700	12,500 12,700(20 YRS)	8,665	15,805 16,005(20 YRS)	9,440	16,940 17,140(20 YRS)
573	DIST. 833, COTTAGE GROVE (9,926)	7,500	11,750	8,500	15,200	...	...
574	DULUTH (23,076)	7,200	11,500	8,200	14,000	8,650	14,450
575	MANKATO (8,474)	7,300	12,075	8,300	14,094	9,200	15,032

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$14,600	DOC.	10	$380	11	$491	11	$491	STEP 6	NO	1,705	3, 4	539
$17,897	DOC.	10	$562	10	$633	10	$633	FULL CREDIT	NO	592	6	540
$17,050	DOC.	8	$731	8	$844	8	$844	STEP 5	NO	339	4	541
$17,700	DOC.	10	$550	10	$690	10	$690	FULL CREDIT	NO	343		542
$18,868	DOC.	11	$473	11	$568	11	$611	STEP 12	NO	641		543
$16,080	DOC.	11	$465	13	$474	13	$474	STEP 7	B.A. MIN. = 1.00	748		544
$17,003	6 YRS	9	$589	11	$621	11	$655	STEP 7	MIN. EA. CLASS = 1.00	310	4	545
$15,465	DOC.	9	$523	11	$528	11	$528	STEP 9	B.A. MIN. = 1.00	1,584	3, 4	546
$13,000	M.A.	10	$430	10	$480	...	...	FULL CREDIT	NO	259	3	547
$18,477	DOC.	9	$551	9	$676	9	$686	FULL CREDIT	NO	331	3	548
$16,556	DOC.	9	$604	11	$599	11	$599	STEP 6	B.A. MIN. = 1.00	1,734	5, 8	549
$14,320	7 YRS	12	$404	12	$470	12	$476	STEP 11	NO	493	3	550
$16,112	6 YRS	10	$403	12	$450	12	$450	FULL CREDIT	B.A. MIN. = 1.00	299		551
$16,915	DOC.	11	$385	10	$561	10	$561	FULL CREDIT	B.A. MIN. = 1.00	700		552
$16,016	6 YRS	9	$564	9	$703	9	$731	STEP 7	B.A. MIN. = 1.00	396	3	553
$19,600	DOC.	10	$560	10	$660	10	$760	STEP 5	NO	382	5	554
$15,900	DOC.	9	$556	9	$722	9	$722	STEP 6	NO	572		555
$18,060	7 YRS	11	$479	11	$563	11	$647	STEP 8	NO	1,088		556
$16,622	6 YRS	9	$576	11	$664	11	$664	STEP 5	NO	801		557
$19,186	DOC.	8	$702	9	$770	9	$776	FULL CREDIT	NO	740	4	558
$19,264	DOC.	10	$550	10	$697	10	$748	STEP 7	NO	865	4	559
$15,763	6 YRS	10	$523	11	$576	11	$604	FULL CREDIT	NO	440	3, 4	560
$17,399	6 YRS	9	$644	9	$811	9	$811	STEP 6	B.A. MIN. = 1.00	1,516		561
$17,160	6 YRS	9	$564	10	$706	10	$727	STEP 7	NO	387	5	562
$16,100	DOC.	9	$533	10	$644	10	$640	FULL CREDIT	NO	908	3	563
$14,915	M.A.	10	$519	9	$625	...	...	STEP 5	NO	358		564
$14,474	6 YRS	9	$489	9	$586	9	$673	STEP 6	NO	381		565
$16,100	6 YRS +	10	$485	10	$650	10	$660	STEP 7	B.A. MIN. = 1.00	410	4	566
$16,575	6 YRS +	11	$384	12	$531	12	$577	STEP 6	NO	1,158		567
$14,509	6 YRS	12	$399	12	$476	12	$504	STEP 7	NO	342	6	568
$18,772	DOC.	11	$442	11	$625	11	$653	FULL CREDIT	NO	960	4	569
$12,780	M. A. +	13	$345	13	$352	...	...	STEP 8	NO	320		570
$17,220	6 YRS	9	$408	13	$509	13	$663	STEP 6	NO	369		571
$17,325	6 YRS +	11	$436	12	$595	12	$625	STEP 9	NO	326	4	572
$15,800	M. A. +	11	$386	12	$558	...	...	STEP 8	NO	439		573
$15,000	DOC.	11	$391	11	$527	11	$527	FULL CREDIT	NO	984	3	574
$15,934	DOC.	12	$398	12	$483	12	$486	STEP 7	NO	385		575

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
MINNESOTA (CONTINUED)						
576 MINNEAPOLIS (66,263)	$7,600	$12,530 12,630(20 YRS)	$8,370	$15,980 16,080(25 YRS)	$ 8,875	$17,730 17,830(25 YRS)
577 MINNETONKA, EXCELSIOR (8,058)	7,700	10,390	8,780	15,860	9,605	16,760
578 MOORHEAD (7,300)	7,100	10,400	8,100	12,675	8,850	14,150
579 NORTH ST. PAUL-MAPLEWOOD NORTH ST. PAUL (11,878)	7,675	12,992	8,662	15,682	9,449	17,132
580 OSSEO (13,100)	7,700	12,500	8,600	15,400	9,500	16,300
581 RICHFIELD (10,462)	7,825	12,130	8,880	15,870	9,555	17,105
582 ROBBINSDALE (28,101)	7,760	12,500 13,100(25 YRS)	8,900	15,800 16,400(25 YRS)	9,755	16,795 17,395(25 YRS)
583 ROCHESTER (16,187)	7,300	11,864	8,000	14,676	8,700	15,955
584 ROSEVILLE (13,098)	7,675	10,438	8,903	15,811	9,364	16,271
585 ST. CLOUD (11,791)	7,300	11,711	8,176	13,948	8,833	15,253
586 ST. LOUIS PARK (10,300)	7,500	11,700	8,357	15,375	9,029	16,714
587 ST. PAUL (48,106)	7,600	12,550	8,500	15,825 16,325(25 YRS)	9,300	17,250 17,750(25 YRS)
588 STILLWATER (7,307)	7,600	11,932	8,360	15,428	8,740	16,188
589 WAYZATA (6,143)	7,700	11,396	8,855	15,862	9,702	17,171
590 WEST ST. PAUL (6,205)	7,550	11,702 12,152(25 YRS)	8,456	15,326 15,776(25 YRS)	9,136	16,534 17,438(25 YRS)
591 WHITE BEAR LAKE (10,767)	7,700	12,835	8,485	15,960	9,176	16,833
MISSISSIPPI						
592 BILOXI (9,280)	6,200	7,180 7,480(25 YRS)	6,500	7,600 7,900(25 YRS)	...	...
593 GREENVILLE (12,431)	6,100	7,000	6,400	7,300	...	...
594 GULFPORT (8,904)	6,050	6,710 6,830(MERIT)	6,350	7,010 7,130(MERIT)	...	...
595 HARRISON CO., (EXCL. GULFPORT) (8,600)	6,065	6,790	6,390	7,115	...	...
596 HINDS CO. (EXCL. JACKSON) (10,200)	5,650	6,480	5,975	6,805	...	...
597 JACKSON (30,758)	6,300	8,568	7,056	9,828	7,812	11,088
598 JONES CO. (EXCL.LAUREL) (7,825)	5,812	6,412	6,200	6,800	...	...
599 MERIDIAN (11,014)	6,050	7,370	6,600	8,250	7,150	9,020
600 MOSS POINT (6,970)	6,100	6,820	6,600	7,320	...	...
601 NATCHEZ (8,353)	6,208	7,396	6,712	8,116	...	...
602 PASCAGOULA (7,356)	6,275	7,700	6,775	8,260	...	...
MISSOURI						
603 COLUMBIA (10,790)	6,800	8,976	7,480	10,336	8,024	11,016
604 FERGUSON-FLORISSANT, FERGUSON (19,226)	7,200	11,016	7,992	12,384	8,928	13,896
605 FOX DIST. 6, ARNOLD (9,403)	7,300	11,388	8,030	12,118	...	...
606 HICKMAN MILLS (14,439)	6,700	9,159	7,738	11,303	8,475	12,804
607 INDEPENDENCE (16,992)	6,800	8,840	7,820	10,744	7,820 10,200(5)	12,240
608 JEFFERSON CITY (6,549)	6,800	8,296	7,344	9,520	...	...
609 KANSAS CITY (72,403)	6,850	10,865	7,250	12,895	7,450	13,095
610 KIRKWOOD (9,277)	6,800	10,675	7,820	13,532	8,364	14,076
611 LINDBERGH (12,284)	7,300	10,256	7,957	13,651	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S		MASTER'S		SIX YEARS						
		NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$18,095	DOC.	11	$448	13	$585	14	$633	STEP 8	NO	3,142		576
$18,560	DOC.	7	$384	11	$644	11	$650	FULL CREDIT	NO	373		577
$14,150	6 YRS	12	$275	13	$352	13	$408	STEP 8	NO	340		578
$17,615	6 YRS +	13	$409	13	$540	13	$591	STEP 7	NO	569		579
$16,300	6 YRS	12	$400	12	$567	12	$567	STEP 7	NO	565		580
$18,560	DOC.	9	$478	11	$635	11	$686	FULL CREDIT	NO	453		581
$17,805	DOC.	11	$431	11	$627	11	$640	STEP 7	NO	1,209		582
$15,955	6 YRS	12	$380	13	$514	14	$518	STEP 8	NO	897		583
$17,039	DOC.	6	$461	12	$576	12	$576	FULL CREDIT	NO	617		584
$15,700	6 YRS +	11	$401	12	$481	12	$535	STEP 9	NO	553		585
$18,064	DOC.	11	$382	11	$638	11	$699	STEP 9	NO	539	3	586
$17,975	DOC.	11	$450	12	$610	12	$663	STEP 9	NO	2,227		587
$16,492	6 YRS +	12	$361	13	$544	13	$573	STEP 7	NO	348		588
$18,480	DOC.	8	$462	11	$637	11	$679	FULL CREDIT	NO	316	5, 7	589
$16,988	6 YRS +	10	$415	12	$573	12	$616	STEP 7	B.A. MIN. = 1.00	263		590
$17,363	6 YRS +	13	$395	13	$575	13	$589	FULL CREDIT	NO	465		591
$ 8,000	DOC.	12	$ 82	12	$ 92	...	...	STEP 11	NO	429	4	592
$ 7,300	M.A.	9	$100	9	$100	...	...	STEP 7	NO	535		593
$ 7,010	M.A.	6	$110	6	$110	...	...	STEP 7	NO	399		594
$ 7,115	M.A.	6	$121	6	$121	...	...	FULL CREDIT	NO	330	4	595
$ 6,805	M.A.	7	$119	7	$119	...	...	FULL CREDIT	NO	541		596
$11,088	6 YRS	9	$252	11	$252	13	$252	STEP 7	NO	1,475		597
$ 6,800	M.A.	6	$100	6	$100	...	...	STEP 7	NO	318	4	598
$ 9,020	6 YRS	12	$110	15	$110	17	$110	STEP 6	NO	479	4	599
$ 7,320	M.A.	6	$120	6	$120	...	...	FULL CREDIT	NO	281		600
$ 8,116	M.A.	11	$108	13	$108	...	...	FULL CREDIT	NO	381		601
$ 8,260	M.A.	10	$143	10	$148	...	...	STEP 9	NO	295	4	602
$11,628	7 YRS	11	$198	13	$220	14	$214	STEP 6	B.A. MIN. = 1.00	479	6	603
$13,896	6 YRS	11	$347	13	$33	15	$331	STEP 8	NO	891	6	604
$12,483	M. A. +	14	$292	14	$292	...	...	STEP 6	NO	327		605
$12,804	6 YRS	7	$351	10	$356	12	$361	STEP 7	B.A. MIN. = 1.00	629		606
$12,240	6 YRS	6	$340	8	$366	10	$442	FULL CREDIT	B.A. MIN. = 1.00	639		607
$ 9,520	M.A.	10	$150	16	$136	...	...	STEP 5	B.A. MIN. = 1.00	297		608
$13,395	DOC.	11	$365	14	$403	14	$403	STEP 7	NO	2,585	3	609
$14,960	DOC.	10	$387	12	$476	12	$476	FULL CREDIT	B.A. MIN. = 1.00	471		610
$14,600	M. A. +	9	$328	12	$475	...	...	STEP 7	B.A. MIN. = 1.00	549		611

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
MISSOURI (CONTINUED)						
612 MEHLVILLE (11,388)	$7,400	$11,300	$8,400	$13,340	$ 9,400	$14,340
613 NORMANDY DIST., ST. LOUIS (9,282)	7,000	11,200	7,700	13,090	8,400	14,280
614 NORTH KANSAS CITY (22,840)	7,000	8,000	8,100	12,000	9,300	14,000
615 PARKWAY DIST. CHESTERFIELD (19,974)	7,200	9,950 10,950(MERIT)	7,900	12,700 13,700(MERIT)	8,300	13,100 14,100(MERIT)
616 PATTONVILLE (12,325)	7,200	9,921	8,640	13,413	9,360	15,084
617 RAYTOWN (16,063)	6,800	9,676	8,044	11,747	9,013	13,566
618 ROCKWOOD, EUREKA (8,583)	7,400	11,100	8,288	13,616	8,880	14,208
619 ST. CHARLES (8,723)	7,100	11,650 11,005(16 YRS)	8,023	12,638 12,993(19 YRS)	8,236	13,206 13,561(20 YRS)
620 ST. JOSEPH (17,439)	6,700	9,000	7,350	10,530	7,850	11,030
621 ST. LOUIS (110,935)	7,200	12,240	7,920	12,960	8,640	13,680
622 SPRINGFIELD (25,484)	6,740	9,600	7,640	11,600	8,640	12,600
623 UNIVERSITY CITY (7,585)	7,150	12,870	7,865	14,157	8,223	14,801
624 WAYNESVILLE (6,013)	6,300	8,300	7,100	8,900	7,300	9,100
625 WEBSTER GROVES (8,057)	7,100	10,675	7,700	13,100	8,400	14,200
MONTANA						
626 BILLINGS (17,762)	6,900	9,940	7,610	12,190	8,320	14,210
627 BUTTE (10,000)	7,288	10,612 11,512(29 YRS)	8,335	12,823 13,723(29 YRS)	...	...
628 GREAT FALLS (19,844)	6,975	10,360	7,780	13,430	8,590	15,490
629 HELENA (7,141)	6,650	9,210	7,320	12,200	7,540	12,720
630 MISSOULA (ELEM.) (7,213)	6,950	10,538	7,700	12,200	...	...
NEBRASKA						
631 GRAND ISLAND (6,425)	6,550	8,384	7,598	10,480	8,646	12,052
632 LINCOLN (30,033)	6,825	8,475	7,525	12,400	8,225	13,175
633 OMAHA (63,024)	7,100	11,573	7,810	13,774	8,520	14,484
634 WESTSIDE DIST., OMAHA (9,937)	7,200	9,600	8,500	10,900	...	...
NEVADA						
635 CLARK CO., LAS VEGAS (73,459)	7,530	9,462	8,817	12,037	9,675	14,550
636 WASHOE CO., RENO (29,423)	7,800	11,000	8,760	12,920	9,400	14,200
NEW HAMPSHIRE						
637 MANCHESTER (16,257)	7,100	11,360	7,810	12,070	8,378	12,638
638 NASHUA (10,261)	7,500	11,200	8,100	11,800	8,400	12,100
639 PORTSMOUTH (6,500)	6,600	10,900	7,300	11,300	7,800	11,800
NEW JERSEY						
640 ATLANTIC CITY (8,598)	7,420	12,243	8,056	13,295	8,692	14,347
641 BAYONNE (9,100)	8,500	13,000 14,000(30 YRS)	9,000	13,500 14,500(30 YRS)	9,500	14,500 15,500(30 YRS)
642 BLOOMFIELD (8,582)	8,250	13,400 13,825(30 YRS)	9,000	14,950 15,375(30 YRS)	9,800	16,350 16,775(30 YRS)
643 BRIDGEWATER-RARITAN (10,418)	8,150	13,200	9,050	15,100	9,650	15,700
644 CAMDEN (20,175)	7,500	11,700	8,100	12,300	8,500	12,700
645 CHERRY HILL (17,600)	7,700	13,175	8,400	13,900	9,100	14,600
646 CLIFTON (12,300)	8,200	14,350	8,856	15,498	9,651	16,889
647 CRANFORD (6,459)	8,050	13,400 13,700(20 YRS)	8,750	14,900 15,200(20 YRS)	9,250	15,925 16,225(20 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$14,340	6 YRS	13	$300	13	$380	13	$380	STEP 6	NO	513		612
$15,708	DOC.	10	$420	11	$490	12	$490	STEP 8	B.A. MIN. = 1.00	418		613
$18,000	DOC.	5	$200	14	$279	17	$276	STEP 7	NO	1,030	3	614
$13,100	6 YRS	11	$250	12	$400	12	$400	STEP 9	NO	984		615
$15,084	6 YRS	9	$302	13	$367	15	$382	STEP 6	NO	603		616
$13,566	6 YRS	9	$320	11	$337	13	$350	STEP 6	B.A. MIN. = 1.00	733		617
$14,208	6 YRS	10	$370	12	$444	12	$444	STEP 6	B.A. MIN. = 1.00	387		618
$13,206	6 YRS	10	$455	13	$355	14	$355	STEP 8	NO	450		619
$11,030	6 YRS	9	$256	11	$289	11	$289	STEP 5	NO	717		620
$14,400	DOC.	14	$360	14	$360	14	$360	STEP 5	NO	3,960		621
$13,600	DOC.	11	$260	11	$360	11	$360	STEP 6	NO	1,042		622
$15,373	7 YRS	13	$440	13	$484	13	$506	FULL CREDIT	NO	411	7,17	623
$ 9,100	6 YRS	12	$167	12	$150	12	$150	STEP 9	NO	276	5	624
$15,200	DOC.	10	$358	13	$415	13	$446	STEP 8	NO	426		625
$14,210	6 YRS	11	$276	13	$352	14	$421	STEP 7	NO	859		626
$13,124	M. A. +	10	$332	12	$374	...	...	STEP 6	NO	500		627
$15,490	6 YRS	10	$338	13	$435	13	$531	STEP 8	NO	939		628
$12,720	6 YRS	10	$256	15	$325	15	$345	STEP 7	NO	353		629
$12,644	M. A. +	12	$299	12	$375	...	...	STEP 6	NO	295		630
$13,362	DOC.	7	$262	11	$262	13	$262	STEP 5	B.A. MIN. = 1.00	342	6	631
$14,025	DOC.	6	$275	12	$406	12	$413	STEP 6	NO	1,260		632
$15,194	DOC.	13	$344	14	$426	14	$426	STEP 7	NO	2,470		633
$10,900	M.A.	4	$600	4	$600	...	...	FULL CREDIT	NO	495	6	634
$14,550	6 YRS	6	$322	10	$322	12	$406	STEP 5	NO	2,664		635
$14,200	6 YRS	10	$320	13	$320	15	$320	STEP 6	NO	1,169		636
$13,430	DOC.	12	$355	12	$355	12	$355	FULL CREDIT	NO	729		637
$12,400	DOC.	12	$308	12	$308	12	$308	FULL CREDIT	NO	484		638
$11,800	6 YRS	10	$430	10	$400	10	$400	FULL CREDIT	NO	270		639
$15,386	DOC.	13	$371	13	$403	13	$435	STEP 8	NO	356	4	640
$14,500	6 YRS	9	$500	9	$500	10	$500	FULL CREDIT	NO	360	4	641
$17,350	DOC.	14	$368	15	$397	16	$409	FULL CREDIT	NO	432		642
$16,600	DOC.	13	$388	15	$403	15	$403	STEP 10	NO	552	4	643
$12,700	6 YRS	12	$350	12	$350	12	$350	FULL CREDIT	NO	926	4	644
$15,100	DOC.	13	$421	13	$423	13	$423	STEP 7	NO	927	4	645
$17,894	DOC.	12	$513	12	$554	12	$603	FULL CREDIT	NO	530	4	646
$16,725	DOC.	15	$357	16	$384	17	$393	FULL CREDIT	NO	349	4	647

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
NEW JERSEY (CONTINUED)						
648 EAST BRUNSWICK (10,262)	$8,000	$12,900	$8,550	$13,800	$ 9,050	$14,225
649 EAST ORANGE (11,545)	8,300	13,250	9,100	14,550	10,000	16,300
650 EDISON TWP. (15,146)	8,200	13,700 13,950(25 YRS)	8,800	14,600 14,850(25 YRS)	9,400	15,500 15,750(25 YRS)
651 FAIR LAWN (7,397)	8,300	14,600	9,200	15,500	10,300	16,600
652 FRANKLIN TWP., SOMERSET (7,392)	7,900	12,700 13,900(24 YRS)	8,500	13,300 14,500(24 YRS)	8,900	13,700 14,900(24 YRS)
653 HACKENSACK (6,279)	8,400	12,950	8,900	14,800	9,700	17,000
654 HAMILTON TWP., TRENTON (15,020)	7,600	12,400	8,100	12,900	8,500	13,300
655 HAZLET TWP. (6,531)	7,700	13,000 14,200(25 YRS)	8,400	13,700 14,900(24 YRS)	9,100	14,400 15,600(24 YRS)
656 IRVINGTON (7,600)	8,300	14,030	9,100	15,230	9,900	16,430
657 JERSEY CITY (37,916)	8,700	14,100 15,300(30 YRS)	9,200	14,600 15,800(30 YRS)	9,700	15,100 16,300(30 YRS)
658 LIVINGSTON (8,223)	8,230	13,100	9,430	14,825	10,230	16,100
659 MADISON TWP., MATAWAN (12,641)	8,100	13,060	8,900	14,185	9,400	15,080
660 MATAWAN (6,940)	7,900	13,300	8,700	14,400	9,100	14,800
661 MIDDLETOWN TWP. (13,796)	7,900	13,272	8,690	14,062	9,401	14,773
662 MONTCLAIR (7,724)	8,400	12,400	9,100	15,300	10,000	16,750
663 NEPTUNE TWP. (7,576)	7,300	12,000 12,500(25 YRS)	8,200	13,400 13,900(25 YRS)	8,700	14,000 14,500(25 YRS)
664 NEWARK (77,000)	8,000	13,100 13,900(25 YRS)	8,600	13,700 14,500(25 YRS)	9,200	14,300 15,100(25 YRS)
665 PARAMUS (7,160)	8,300	13,938	8,947	15,786	9,594	17,099
666 PARSIPPANY-TROY HILLS (10,928)	7,950	12,750 13,650(20 YRS)	8,950	14,400 15,300(20 YRS)	9,950	15,600 16,500(20 YRS)
667 PASSAIC (8,545)	8,000	12,900	8,500	13,900	8,800	14,850
668 PEMBERTON TWP., BROWNS MILLS (7,000)	7,450	11,400	8,050	12,000	8,350	12,300
669 PENNSAUKEN (6,840)	7,550	12,050 12,350(25 YRS)	8,500	13,400 13,700(25 YRS)	9,000	14,400 14,700(25 YRS)
670 PERTH AMBOY (6,758)	8,000	13,000 13,300(25 YRS)	8,800	13,800 14,100(25 YRS)	9,100	14,100 14,400(25 YRS)
671 PLAINFIELD (9,341)	8,100	13,800 14,100(30 YRS)	8,800	14,500 14,800(30 YRS)	9,500	15,200 15,500(30 YRS)
672 RIDGEWOOD (7,443)	8,250	13,740	8,990	15,380	9,820	16,930
673 SAYREVILLE (6,718)	8,000	13,000 13,200(20 YRS)	8,800	13,800 14,000(20 YRS)	9,150	14,150 14,350(20 YRS)
674 SCOTCH PLAINS-FANWOOD, SCOTCH PLAINS (7,949)	8,100	11,300 11,850(20 YRS)	9,000	16,000 16,650(20 YRS)	10,000	17,800 18,500(20 YRS)
675 SOUTH ORANGE-MAPLEWOOD, SOUTH ORANGE (7,988)	8,800	13,900	9,800	15,300	10,800	16,600
676 TEANECK (8,334)	8,300	12,775	8,950	15,499	9,600	17,286
677 TOMS RIVER (12,945)	7,800	13,150 13,850(20 YRS)	8,600	14,050 14,750(20 YRS)	9,100	15,200 15,900(20 YRS)
678 TRENTON (17,133)	7,550	12,350 13,550(40 YRS)	8,350	13,150 14,350(40 YRS)	8,550	13,350 14,550(40 YRS)
679 UNION TWP. (8,783)	8,200	13,800 14,100(24 YRS)	8,900	15,400 15,700(24 YRS)	9,650	16,900 17,200(24 YRS)
680 VINELAND (10,939)	7,350	11,890 12,420(20 YRS)	8,150	12,690 13,220(20 YRS)	8,850	13,390 13,920(20 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	AVE.	MASTER'S NO. 11	AVE.	SIX YEARS NO. 12	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$14,525	DOC.	13	$377	13	$404	13	$398	FULL CREDIT	NO	475	6	648
$16,300	6 YRS	13	$381	14	$389	15	$420	STEP 9	NO	582	4	649
$17,300	DOC.	12	$458	12	$483	12	$508	STEP 11	NO	856		650
$16,600	6 YRS	14	$450	14	$450	14	$450	FULL CREDIT	NO	407	5	651
$14,300	DOC.	12	$400	12	$400	12	$400	STEP 9	NO	370		652
$18,000	DOC.	12	$379	12	$492	12	$608	FULL CREDIT	NO	379		653
$13,300	6 YRS	13	$369	13	$369	13	$369	STEP 11	NO	657		654
$14,400	6 YRS	12	$442	12	$442	12	$442	FULL CREDIT	NO	291	18	655
$17,100	DOC.	15	$382	16	$383	17	$384	STEP 11	NO	346	4	656
$15,600	DOC.	11	$491	11	$491	11	$491	STEP 6	NO	1,599	4	657
$16,900	DOC.	13	$375	14	$385	15	$391	STEP 11	NO	450		658
$15,580	DOC.	13	$382	13	$406	14	$406	STEP 9	NO	671		659
$14,800	6 YRS	12	$450	13	$438	13	$438	STEP 10	NO	356	4, 6	660
$14,773	6 YRS	12	$448	12	$448	12	$448	FULL CREDIT	B.A. MIN. = 1.00	634		661
$17,250	DOC.	13	$308	16	$388	17	$397	FULL CREDIT	NO	401		662
$14,000	6 YRS	11	$427	12	$433	12	$442	FULL CREDIT	NO	367	3	663
$14,300	6 YRS	10	$510	10	$510	10	$510	STEP 5	NO	3,400	4, 9	664
$17,980	DOC.	11	$513	11	$622	11	$682	STEP 9	NO	402		665
$16,200	DOC.	12	$400	13	$419	13	$435	FULL CREDIT	NO	539		666
$14,850	6 YRS	14	$350	15	$360	16	$378	STEP 11	NO	443	5	667
$12,300	6 YRS	12	$329	12	$329	12	$329	FULL CREDIT	NO	250	4	668
$14,400	6 YRS	12	$375	12	$408	12	$450	FULL CREDIT	NO	308	4	669
$14,100	6 YRS	11	$455	11	$455	11	$455	FULL CREDIT	NO	304		670
$15,200	6 YRS	15	$380	15	$380	15	$380	FULL CREDIT	NO	553		671
$18,280	DOC.	13	$422	14	$456	14	$508	FULL CREDIT	B.A. MIN. = 1.00	430		672
$14,600	DOC.	14	$357	14	$357	14	$357	STEP 5	NO	347		673
$19,600	DOC.	10	$320	16	$438	16	$488	FULL CREDIT	NO	426		674
$16,600	6 YRS	14	$364	16	$344	17	$341	STEP 14	NO	395		675
$18,460	DOC.	11	$407	14	$468	15	$512	FULL CREDIT	NO	417	4	676
$15,200	6 YRS	13	$412	13	$419	13	$469	FULL CREDIT	NO	602	4	677
$14,150	DOC.	13	$369	13	$369	13	$369	STEP 9	NO	807		678
$16,900	6 YRS	13	$431	14	$464	15	$483	STEP 8	NO	446		679
$13,390	6 YRS	12	$378	12	$378	12	$378	STEP 7	NO	481		680

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
NEW JERSEY (CONTINUED)						
681 WAYNE (12,280)	$8,056	$12,747	$9,010	$14,310	$ 9,010 11,819(5)	$16,324
682 WESTFIELD (8,818)	8,100	13,700 14,200(20 YRS)	8,900	14,900 15,400(20 YRS)	9,700	16,100 16,600(20 YRS)
683 WEST ORANGE (8,341)	8,200	12,700	9,100	14,950	9,800	16,225
684 WILLINGBORO (13,800)	7,600	11,900	8,200	13,400	8,800	14,450
685 WOODBRIDGE TWP. (21,350)	8,200	13,000	8,800	13,600	9,200	14,000
NEW MEXICO						
686 ALAMOGORDO (10,152)	6,400	8,700	7,100	9,750	7,700	10,700
687 ALBUQUERQUE (83,103)	6,100	9,394 9,594(20 YRS)	6,649	10,218 10,618(25 YRS)	7,198	11,041 11,441(25 YRS)
688 CARLSBAD (6,740)	6,400	8,320	6,900	9,780	7,200	10,080
689 CLOVIS (9,500)	6,300	8,647	6,930	9,702	7,560	10,332
690 FARMINGTON (6,754)	6,700	8,174	7,236	9,551	...	...
691 GALLUP-MCKINLEY CO., GALLUP (12,000)	6,300	9,135 9,335(16 YRS)	7,055	11,150 11,350(21 YRS)	7,810	11,905 12,105(21 YRS)
692 HOBBS (8,017)	6,448	8,556 8,756(25 YRS)	6,820	10,094 10,294(25 YRS)	7,440	11,011 11,211(25 YRS)
693 LAS CRUCES (15,604)	6,175	9,016	6,669	10,436	7,163	10,930
694 ROSWELL (11,129)	6,150	7,995	6,765	9,430 9,840(25 YRS)	7,380	10,660 11,275(30 YRS)
695 SANTA FE (12,023)	6,200	7,316 7,936(25 YRS)	6,758	9,982 10,602(25 YRS)	6,944	11,160 11,470(20 YRS)
NEW YORK						
696 ALBANY (12,241)	7,636	10,622	8,272	12,119 12,702(18 YRS)	8,749	12,596 13,179(18 YRS)
697 ARLINGTON DIST., POUGHKEEPSIE (7,662)	8,500	14,840 15,240(25 YRS)	9,500	16,660 17,090(25 YRS)	...	...
698 BALDWIN (8,990)	8,398	12,543 13,575(25 YRS)	9,567	16,051 17,189(25 YRS)	10,364	16,849 17,986(25 YRS)
699 BALDWINSVILLE (6,491)	7,175	10,075	7,875	12,350	8,375	13,474
700 BAY SHORE (7,481)	8,560	14,552 16,264(30 YRS)	9,844	16,692 18,404(30 YRS)	10,700	17,548 19,260(30 YRS)
701 BINGHAMPTON (11,200)	7,500	12,300 12,900(20 YRS)	8,250	13,050 13,650(20 YRS)	8,750	13,550 14,150(20 YRS)
702 BRENTWOOD (21,906)	8,560	15,935 16,450(20 YRS)	9,850	17,225 17,740(20 YRS)	11,650	19,025 19,540(20 YRS)
703 BUFFALO (69,595)	7,420	12,243 12,985(25 YRS)	8,278	13,472 14,214(25 YRS)	8,500	13,694 14,436(25 YRS)
704 CLARKSTOWN, NEW CITY (11,643)	8,500	14,025 15,300(24 YRS)	9,904	16,834 18,319(24 YRS)	10,840	18,428 20,054(24 YRS)
705 COMMACK (14,799)	8,600	13,460 14,810(25 YRS)	10,040	16,670 18,020(25 YRS)	10,930	17,990 19,340(25 YRS)
706 COPIAGUE (6,298)	7,300	11,715 12,215(20 YRS)	8,375	13,915 14,415(20 YRS)	9,000	14,525 15,025(20 YRS)
707 CONNETQUOT, BOHEMIA (7,311)	7,980	13,780 14,330(30 YRS)	9,480	15,680 16,730(MERIT)	10,280	16,480 17,530(MERIT)
708 CORNING (9,112)	7,300	11,425 12,813(32 YRS)	8,430	13,175 14,779(32 YRS)	9,233	14,161 15,769(32 YRS)
709 EAST ISLIP (7,139)	8,600	14,310 16,030(30 YRS)	9,976	16,116 17,836(30 YRS)	10,836	17,449 19,169(30 YRS)
710 EAST MEADOW (15,548)	8,650	14,180	10,200	16,690	10,950	17,440
711 EAST SYRACUSE-MINOA, EAST SYRACUSE (6,081)	7,200	11,100	8,050	13,350	8,550	14,300

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S		MASTER'S		SIX YEARS		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$16,324	6 YRS	13	$361	14	$379	14	$522	FULL CREDIT	NO	572		681
$17,300	DOC.	14	$400	14	$429	14	$457	STEP 11	NO	458		682
$16,925	DOC.	12	$375	14	$418	15	$428	FULL CREDIT	NO	488		683
$15,200	DOC.	12	$358	14	$371	15	$377	FULL CREDIT	NO	600	4	684
$14,500	DOC.	12	$400	12	$400	12	$400	FULL CREDIT	NO	952		685
$10,700	6 YRS	12	$192	14	$189	16	$188	STEP 7	NO	425		686
$12,048	DOC.	12	$275	13	$275	14	$275	STEP 4	B.A. MIN. = 1.00	3,106		687
$10,280	6 YRS +	10	$192	15	$192	15	$192	STEP 9	NO	270		688
$10,332	6 YRS	15	$156	18	$154	18	$154	STEP 11	B.A. MIN. = 1.00	406		689
$ 9,551	M.A.	11	$134	16	$145	...	...	STEP 10	B.A. MIN. = 1.00	289		690
$11,905	6 YRS	10	$284	15	$273	15	$273	STEP 6	B.A. MIN. = 1.00	575	4	691
$11,470	DOC.	12	$176	17	$193	17	$210	STEP 7	B.A. MIN. = 1.00	374	16	692
$10,930	6 YRS	14	$203	19	$198	19	$198	STEP 11	B.A. MIN. = 1.00	653		693
$10,660	6 YRS +	9	$205	13	$205	16	$205	STEP 8	NO	455		694
$11,660	DOC.	6	$186	13	$248	17	$248	FULL CREDIT	B.A. MIN. = 1.00	503		695
$13,656	DOC.	10	$299	12	$321	12	$321	STEP 6	NO	532	4	696
$16,660	M.A.	17	$373	17	$421	...	...	STEP 11	NO	404		697
$18,177	DOC.	13	$319	13	$499	13	$499	STEP 9	NO	491		698
$13,755	6 YRS +	11	$264	11	$407	11	$464	FULL CREDIT	NO	355	6	699
$18,404	7 YRS	12	$428	14	$428	14	$428	STEP 9	B.A. MIN. = 1.00	395		700
$14,050	7 YRS	13	$369	13	$369	13	$369	STEP 11	NO	620	4	701
$19,475	DOC.	15	$492	15	$492	15	$492	STEP 8	NO	1,080		702
$14,542	DOC.	13	$371	14	$371	14	$371	FULL CREDIT	NO	3,327	3	703
$20,812	DOC.	13	$425	14	$495	14	$542	STEP 10	NO	578		704
$18,850	7 YRS	13	$374	14	$474	15	$471	FULL CREDIT	NO	821	4	705
$15,575	DOC.	14	$315	15	$369	15	$368	FULL CREDIT	NO	330	3	706
$17,280	7 YRS	13	$446	14	$443	14	$443	STEP 6	NO	295	3, 4	707
$14,161	6 YRS	11	$375	13	$357	13	$379	STEP 10	NO	508		708
$18,739	DOC.	13	$439	14	$472	14	$472	STEP 7	NO	300	4	709
$18,560	DOC.	14	$395	14	$464	14	$464	STEP 11	NO	866	5	710
$14,300	6 YRS	11	$355	12	$442	13	$442	STEP 5	NO	341		711

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
NEW YORK (CONTINUED)						
712 ELMIRA (13,886)	$7,000	$10,850 11,550(21 YRS)	$7,980	$12,094 12,842(21 YRS)	$ 8,460	$13,236 14,032(21 YRS)
713 ENDICOTT (7,604)	7,300	10,408 12,430(17 YRS)	7,950	13,977	8,350	14,885
714 FRONTIER DIST., HAMBURG (6,944)	7,678	12,958 14,086(28 YRS)	8,678	14,563 15,691(28 YRS)	9,348	15,233 16,361(28 YRS)
715 GREECE CENTRAL, ROCHESTER (13,490)	7,900	11,356	8,786	14,671 15,952(24 YRS)	9,391	15,276 16,557(24 YRS)
716 HALF HOLLOW HILLS SCHOOLS, MELVILLE (11,217)	8,510	14,893 16,169(22 YRS)	9,957	17,360 18,765(22 YRS)	10,638	17,999 19,403(22 YRS)
717 HAUPPAUGE (7,103)	8,000	14,600 15,800(31 YRS)	9,400	16,600 17,800(31 YRS)	9,800	17,000 18,200(31 YRS)
718 HORSEHEADS (7,601)	7,350	12,134 12,870(21 YRS)	8,100	13,365 14,175(21 YRS)	8,550	14,114 14,970(21 YRS)
719 HUNTINGTON (8,466)	8,000	11,275 14,600(19 YRS)	9,200	15,725 16,800(19 YRS)	10,100	16,625 17,700(19 YRS)
720 ITHACA (7,982)	7,330	10,754	7,972	11,396	8,614	12,038
721 KENMORE - TONAWANDA (21,330)	7,508	12,868 14,268(30 YRS)	8,365	14,393 15,793(30 YRS)	9,128	15,156 16,556(30 YRS)
722 KINGSTON (11,395)	7,750	12,250	8,410	12,910	8,960	13,460
723 LAKELAND SCHOOLS, SHRUB OAK (8,207)	8,650	13,235	10,034	17,127	11,418	18,511
724 LANCASTER (6,788)	7,500	12,535 13,435(24 YRS)	8,500	14,560 15,460(24 YRS)	9,050	15,110 16,010(24 YRS)
725 LAWRENCE SCHOOLS, CEDARHURST (8,029)	8,800	14,350 15,350(25 YRS)	10,340	17,390 18,325(25 YRS)	10,990	18,205 19,105(25 YRS)
726 LEVITTOWN (17,268)	8,000	12,778 13,775(25 YRS)	9,080	15,333 16,451(25 YRS)	9,780	16,075 17,198(25 YRS)
727 LIVERPOOL (11,285)	7,200	11,990 12,215(16 YRS)	8,025	13,370	8,475	13,820 14,030(19 YRS)
728 LONG BEACH (6,285)	8,424	13,187 13,511(19 YRS)	9,588	15,002 15,332(19 YRS)	10,038	15,452 15,782(19 YRS)
729 MAMARONECK (6,365)	8,700	13,375	10,320	17,180	11,270	18,665
730 MIDDLE COUNTRY, DIST. 11, CENTEREACH (14,106)	8,000	13,600 14,700(30 YRS)	9,000	15,300 16,400(30 YRS)	9,720	16,524 17,624(30 YRS)
731 MOUNT VERNON (11,904)	8,600	13,100	10,000	15,900	10,600	16,500
732 NEW ROCHELLE (12,000)	8,000	12,900	9,200	15,850	9,700	16,400
733 NEW YORK (1,132,877)	9,400	13,950	10,900	15,450	12,400	16,950
734 NIAGARA FALLS (17,246)	7,600	12,426 14,288(30 YRS)	8,584	13,828 15,690(30 YRS)	9,268	14,930 16,792(30 YRS)
735 NORTH COLONIE, NEWTONVILLE (6,151)	7,615	12,753 13,659(22 YRS)	8,467	13,605 14,511(22 YRS)	9,067	14,205 15,111(22 YRS)
736 NORTH SYRACUSE (13,379)	7,150	11,369	8,165	12,956 13,814(17 YRS)	8,365 10,010(4)	13,871 14,729(17 YRS)
737 OCEANSIDE (10,394)	8,600	14,650 15,650(25 YRS)	9,900	16,550 17,350(25 YRS)	10,740	17,390 18,190(25 YRS)
738 PATCHOGUE-MEDFORD, PATCHOGUE (9,323)	8,400	13,146 13,608(MERIT) 13,908(20 YRS)	9,660	14,742 16,128(MERIT) 16,428(20 YRS)	10,500	15,582 16,968(MERIT) 17,268(20 YRS)
739 PLAINEDGE, BETHPAGE (6,785)	8,731	12,384	9,949	16,799(20 YRS) 17,342(19 YRS)	10,683	17,533 18,076(19 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$13,760	DOC.	11	$350	11	$374	12	$398	STEP 7	NO	717	3, 4	712
$15,552	7 YRS	9	$345	16	$377	16	$408	STEP 7	NO	439		713
$15,903	7 YRS	12	$440	13	$453	13	$453	STEP 11	NO	345		714
$15,881	7 YRS	11	$314	11	$535	11	$535	FULL CREDIT	NO	685		715
$18,850	7 YRS	15	$426	15	$494	15	$491	STEP 9	NO	702		716
$17,600	DOC.	15	$440	15	$480	15	$480	STEP 11	NO	400		717
$14,609	DOC.	13	$368	13	$405	13	$428	STEP 11	NO	397		718
$18,425	DOC.	9	$364	15	$435	15	$435	STEP 11	NO	512	3	719
$12,680	DOC.	10	$342	10	$342	10	$342	FULL CREDIT	NO	489		720
$15,823	DOC.	11	$487	12	$502	12	$502	STEP 11	NO	1,066		721
$14,010	7 YRS	14	$321	14	$321	14	$321	STEP 11	NO	634		722
$19,203	7 YRS	11	$417	14	$507	14	$507	FULL CREDIT	NO	441		723
$15,660	7 YRS	13	$387	13	$466	13	$466	STEP 9	NO	331		724
$19,190	DOC.	12	$462	14	$504	14	$515	FULL CREDIT	NO	442		725
$17,198	DOC.	12	$398	15	$417	15	$420	STEP 10	NO	771		726
$14,870	DOC.	12	$399	13	$387	14	$382	FULL CREDIT	NO	614		727
$16,452	DOC.	14	$340	14	$387	14	$387	FULL CREDIT	NO	323		728
$20,700	DOC.	11	$425	14	$490	15	$493	FULL CREDIT	NO	391	29	729
$18,360	DOC.	14	$400	14	$450	14	$486	STEP 11	B.A. MIN. = 1.00	665	3	730
$17,400	DOC.	11	$409	13	$454	13	$454	STEP 10	NO	602		731
$17,450	DOC.	14	$350	14	$475	14	$478	STEP 12	NO	600	4	732
$16,950	6 YRS	13	$350	13	$350	13	$350	STEP 6	NO	57,717	26	733
$15,814	DOC.	13	$371	13	$403	13	$436	FULL CREDIT	NO	1,027		734
$15,096	DOC.	13	$395	13	$395	13	$395	FULL CREDIT	NO	320		735
$13,942	6 YRS +	11	$384	13	$369	13	$424	STEP 10	NO	685		736
$17,760	DOC.	14	$432	14	$475	14	$475	FULL CREDIT	NO	469		737
$16,842	DOC.	11	$431	11	$462	11	$462	FULL CREDIT	NO	518		738
$18,810	DOC.	10	$365	14	$489	14	$489	STEP 9	NO	386		739

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	NEW YORK (CONTINUED)						
740	PORT WASHINGTON (6,939)	$8,750	$12,350 12,550(24 YRS)	$9,800	$16,538 17,413(24 YRS)	$10,675	$17,675 18,550(24 YRS)
741	RAMAPO DIST. 2, SPRING VALLEY (16,449)	8,500	14,025 14,875(25 YRS)	9,904	16,834 17,824(25 YRS)	10,840	18,428 19,512(25 YRS)
742	ROCHESTER (45,500)	7,500	12,750 13,500(25 YRS)	8,400	14,400 15,150(25 YRS)	9,000	15,075 15,825(25 YRS)
743	SACHEM, HOLBROOK (13,302)	8,600	15,050	9,890	17,286	10,750	18,232
744	SCHENECTADY (13,000)	7,698	12,244 12,996(22 YRS)	8,185	13,425 14,177(22 YRS)	8,485	13,725
745	SWEET HOME (6,604)	7,685	12,646 13,646(21 YRS)	8,586	15,132 16,132(21 YRS)	...	...
746	SYOSSET (8,964)	8,800	14,025 14,825(26 YRS)	10,150	16,375 17,275(26 YRS)	10,750	16,975 17,875(26 YRS)
747	SYRACUSE (29,368)	7,900	11,995 12,940(30 YRS)	8,800	13,168 14,176(30 YRS)	9,300	13,941 15,012(30 YRS)
748	THREE VILLAGE DIST. 1, SETAUKET (9,400)	8,650	15,938	9,688	17,754	10,380	18,965
749	TROY (6,703)	7,050	10,600 11,600(21 YRS)	7,700	11,500 12,500(21 YRS)	8,150	12,200 13,200(21 YRS)
750	VESTAL (8,348)	7,200	10,910 12,350(24 YRS)	8,000	13,085 13,885(24 YRS)	8,400	13,715 14,515(24 YRS)
751	WAPPINGERS FALLS (13,797)	8,500	13,900	9,500	15,725	10,250	16,475
752	WATERTOWN (8,384)	7,400	12,062 12,802(23 YRS)	8,880	13,616 14,356(23 YRS)	9,620	14,356 15,096(23 YRS)
753	WEST BABYLON (7,569)	8,600	14,190 15,690(24 YRS)	10,320	16,770 18,270(24 YRS)	11,180	17,630 19,130(24 YRS)
754	WEST GENESEE, DIST.1, CAMILLUS (8,977)	7,100	10,985 11,485(25 YRS)	7,800	12,460 13,060(25 YRS)	8,300	13,360 13,960(25 YRS)
755	WEST ISLIP (9,287)	8,750	15,181	10,062	17,237	10,937	18,112
756	WHITE PLAINS (8,453)	8,600	13,350 13,700(19 YRS)	9,900	17,500 18,100(19 YRS)	10,800	18,400 19,000(19 YRS)
757	WHITESBORO (6,100)	7,200	11,090 11,950(24 YRS)	7,805	12,125 12,985(24 YRS)	8,210	12,960 13,820(24 YRS)
758	WILLIAMSVILLE (11,177)	7,700	11,704	8,855	15,092 16,016(20 YRS)	9,394	15,631 17,017(20 YRS)
759	YONKERS (30,296)	8,300	13,300	9,100	15,300	9,700	16,000
	NORTH CAROLINA						
760	ALAMANCE CO., GRAHAM (EXCL. BURLINGTON) (13,631)	6,355	8,797	6,965	9,611	...	...
761	ANSON CO., WADESBORO (6,200)	6,355	8,797	6,965	9,611	...	...
762	BERTIE CO., WINDSOR (6,000)	6,355	8,797	6,965	9,611	...	...
763	BLADEN CO., ELIZABETHTOWN (7,874)	6,355	8,797	6,965	9,611	...	...
764	BUNCOMBE CO., (EXCL. ASHEVILLE) (20,873)	6,355	8,797	6,965	9,611	...	...
765	BURKE CO., MORGANTON (13,100)	6,355	8,797	6,965	9,611	...	...
766	BURLINGTON (9,598)	6,805	9,347	7,425	10,161	...	...
767	CABARRUS CO. (EXCL. CONCORD) (8,100)	6,705	9,247	7,340	10,086	...	...
768	CALDWELL CO. (EXCL. LENOIR) (11,795)	6,355	8,797	6,965	9,611	...	...
769	CARTERET CO., BEAUFORT (7,700)	6,605	9,047	7,315	9,961	...	...
770	CATAWBA CO. (EXCL. NEWTON-CONOVER) (11,091)	6,355	8,797	6,965	9,611	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	B.A. SCALE				
8	9	10		11		12		13	14	15	16	
$19,600	DOC.	14	$257	14	$481	14	$500	STEP 13	B.A. MIN. = 1.00	444		740
$20,522	DOC.	13	$425	14	$495	14	$542	FULL CREDIT	NO	943		741
$15,825	DOC.	12	$437	14	$429	14	$434	STEP 10	B.A. MIN. = 1.00	2,344	3, 9	742
$20,124	DOC.	15	$430	16	$462	16	$468	STEP 13	NO	708		743
$14,025	DOC.	14	$325	14	$374	14	$374	STEP 13	NO	750		744
$15,132	M.A.	13	$382	13	$504	...	...	STEP 11	NO	383		745
$17,875	DOC.	14	$373	15	$415	15	$415	STEP 11	NO	543		746
$15,010	DOC.	13	$315	13	$336	13	$357	FULL CREDIT	NO	1,402		747
$20,782	DOC.	19	$384	19	$425	19	$452	STEP 11	NO	572		748
$12,200	6 YRS	11	$323	12	$317	13	$312	FULL CREDIT	NO	336	3	749
$14,135	7 YRS	11	$337	15	$339	16	$332	STEP 5	NO	466	6	750
$17,225	7 YRS	15	$360	15	$415	15	$415	STEP 11	NO	733	5, 6	751
$15,540	DOC.	12	$389	12	$395	12	$395	STEP 9	NO	329		752
$18,490	DOC.	13	$430	15	$430	15	$430	STEP 9	NO	412		753
$14,080	6 YRS +	11	$353	12	$380	13	$389	STEP 9	NO	415	3	754
$18,987	7 YRS	14	$459	14	$513	14	$513	STEP 9	NO	440	4	755
$20,950	DOC.	12	$396	15	$507	15	$507	STEP 12	NO	469		756
$12,880	DOC.	11	$354	12	$360	13	$365	FULL CREDIT	NO	292		757
$16,401	DOC.	12	$334	12	$520	12	$520	STEP 8	NO	583		758
$17,000	DOC.	12	$417	14	$443	14	$450	STEP 7	NO	1,642		759
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	553		760
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	250	4	761
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	259	4	762
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	334		763
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	764	4	764
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	570	4	765
$11,271	DOC.	12	$212	13	$210	...	...	FULL CREDIT	B.A. MIN. = 1.00	395	30	766
$11,196	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	325	4	767
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	492		768
$11,071	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	280	4,30	769
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	453		770

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	NORTH CAROLINA (CONTINUED)						
771	CHARLOTTE-MECKLENBURG CO., CHARLOTTE (83,000)	$7,005	$10,357 10,457(21 YRS)	$7,810	$11,431 11,531(21 YRS)	$ ...	$ ...
772	CHATHAM CO., PITTSBORO (7,267)	6,555	9,097	7,215	9,961	...	...
773	CLEVELAND CO. (EXCL. SHELBY) (8,552)	6,355	8,797	6,965	9,611	...	...
774	COLUMBUS CO. (EXCL.WHITEVILLE) (10,405)	6,355	8,797	6,965	9,611	...	...
775	CRAVEN CO. (EXCL. NEW BERN) (9,000)	6,355	8,797	6,965	9,611	...	...
776	CUMBERLAND CO. (EXCL. FAYETTEVILLE) (30,000)	6,955	9,397	7,565	10,211	...	...
777	DAVIDSON CO. (EXCL. LEXINGTON) (13,352)	6,355	8,797	6,965	9,611	...	...
778	DUPLIN CO., KENANSVILLE (10,325)	6,355	8,797	6,965	9,611	...	...
779	DURHAM (13,570)	6,695	9,442	7,335	10,351	...	...
780	DURHAM CO., (EXCL. DURHAM) (13,300)	6,555	8,997	7,165	9,811	...	...
781	EDGECOMBE CO. (EXCL. TARBORO) (7,649)	6,355	8,797	6,965	9,611	...	...
782	ELIZABETH CITY (6,397)	6,355	8,797	6,965	9,611	...	...
783	FAYETTEVILLE (13,100)	6,855	9,592	7,515	10,456	...	...
784	GASTON CO., GASTONIA (32,705)	6,855	9,347	7,565	10,261	...	...
785	GOLDSBORO (7,549)	6,655	9,217	7,295	10,071	...	...
786	GRANVILLE CO., OXFORD (8,400)	6,355	8,797	6,965	9,611	...	...
787	GREENSBORO (32,320)	6,880	9,919	7,529	10,832	...	...
788	GUILFORD CO. (EXCL. GREENSBORO) (22,798)	6,855	9,427	7,475	10,261	...	...
789	HALIFAX CO. (9,878)	6,355	8,797	6,965	9,611	...	...
790	HARNETT CO., LILLINGTON (12,100)	6,355	8,797	6,965	9,611	...	...
791	HAYWOOD CO., WAYNESVILLE (9,050)	6,355	8,797	6,965	9,611	...	...
792	HENDERSON CO. (EXCL. HENDERSONVILLE) (7,120)	6,355	8,797	6,965	9,611	...	...
793	HERTFORD CO., WINTON (6,300)	6,355	8,797	6,965	9,611	...	...
794	HIGH POINT (12,200)	6,947	9,935	7,557	10,791	...	...
795	IREDELL CO. (EXCL. STATESVILLE) (9,714)	6,355	8,797	6,965	9,611	...	...
796	JOHNSTON CO., SMITHFIELD (16,327)	6,355	8,797	6,965	9,611	...	...
797	KANNAPOLIS (6,284)	6,705	9,247	7,340	10,086	...	...
798	KINSTON (6,163)	6,355	8,797	6,965	9,611	...	...
799	LAURINBURG-SCOTLAND CO., LAURINBURG (7,622)	6,355	8,797	6,965	9,611	...	...
800	LENOIR CO. (EXCL. KINSTON) (8,300)	6,355	8,797	6,965	9,611	...	...
801	MARTIN CO., WILLIAMSTON (6,800)	6,355	8,797	6,965	9,611	...	...
802	MCDOWELL CO., MARION (6,767)	6,355	8,797	6,965	9,611	...	...
803	MOORE CO., CARTHAGE (9,934)	6,655	9,097	7,285	9,931	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	BACHELOR'S AVE.	MASTER'S NO.	MASTER'S AVE.	SIX YEARS NO.	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$12,541	DOC.	12	$204	13	$204	...	...	FULL CREDIT	NO	3,400	30	771
$11,071	DOC.	12	$212	13	$211	...	...	FULL CREDIT	B.A. MIN. = 1.00	337		772
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	343	4	773
$10,721	DOC.	13	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	414	4	774
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	400		775
$11,321	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,200	4,30	776
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	556	4	777
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	490	4	778
$11,460	DOC.	12	$229	13	$232	...	...	FULL CREDIT	B.A. MIN. = 1.00	585	6	779
$10,921	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	610	4,35	780
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	324		781
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	290		782
$11,666	DOC.	12	$228	13	$226	...	...	FULL CREDIT	B.A. MIN. = 1.00	530	4,30	783
$11,371	DOC.	12	$208	13	$207	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,413	30	784
$11,181	DOC.	12	$214	13	$214	...	...	FULL CREDIT	B.A. MIN. = 1.00	310		785
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	300		786
$11,942	DOC.	14	$217	15	$220	...	...	FULL CREDIT	NO	1,617		787
$11,371	DOC.	12	$214	13	$214	...	...	FULL CREDIT	B.A. MIN. = 1.00	873	4,30	788
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	424		789
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	520	4	790
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	409		791
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	273		792
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	299	4	793
$11,901	DOC.	13	$230	14	$231	...	...	FULL CREDIT	B.A. MIN. = 1.00	530	4,30	794
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	388	4	795
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	676		796
$10,086	DOC.	12	$212	13	$211	...	...	FULL CREDIT	B.A. MIN. = 1.00	260		797
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	285		798
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	305	4	799
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	315	4	800
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	325		801
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	253		802
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	475	4	803

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT 1	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2	MAXIMUM 3	MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4	MAXIMUM 5	SIX YEARS (M.A. PLUS 30) MINIMUM 6	MAXIMUM 7
	NORTH CAROLINA (CONTINUED)						
804	NASH CO., NASHVILLE (12,088)	$6,355	$ 8,797	$6,965	$ 9,611	$ ...	$ ...
805	NEW HANOVER CO., WILMINGTON (19,236)	6,355	8,797	6,965	9,611	...	...
806	NORTHAMPTON CO., JACKSON (6,617)	6,355	8,797	6,965	9,611	...	...
807	ONSLOW CO., JACKSONVILLE (15,994)	6,736	9,325	7,383	10,188	...	...
808	PERSON CO., ROXBORO (6,956)	6,355	8,797	6,965	9,611	...	...
809	PITT CO. (EXCL. GREENVILLE) (13,000)	6,355	8,797	6,965	9,611	...	...
810	RALEIGH (23,785)	6,771	9,398	7,492	10,258	...	...
811	RANDOLPH CO. (EXCL. ASHEBORO) (12,426)	6,355	8,797	6,965	9,611	...	...
812	RICHMOND CO., ROCKINGHAM (10,345)	6,355	8,797	6,965	9,611	...	...
813	ROBESON CO. (EXCL. LUMBERTON) (13,030)	6,355	8,797	6,979	9,611	...	...
814	ROWAN CO. (EXCL. SALISBURY) (14,696)	6,355	8,797	6,965	9,611	...	...
815	RUTHERFORD CO., RUTHERFORDTON (10,500)	6,505	8,947	7,115	9,761	...	...
816	SAMPSON CO.(EXCL. CLINTON) (8,343)	6,355	8,797	6,965	9,611	...	...
817	STANLY CO. (EXCL. ALBEMARLE) (7,129)	6,355	8,797	6,965	9,611	...	...
818	SURRY CO., DOBSON (7,700)	6,355	8,797	6,965	9,611	...	...
819	UNION CO. (EXCL.MONROE) (10,369)	6,355	8,797	6,965	9,611	...	...
820	WAKE CO. (EXCL. RALEIGH) (28,190)	6,780	9,222	7,390	10,036	...	...
821	WAYNE CO. (EXCL. GOLDSBORO) (15,802)	6,355	8,797	6,965	9,611	...	...
822	WILKES CO., WILKESBORO (10,260)	6,355	8,797	6,965	9,611	...	...
823	WINSTON-SALEM/FORSYTH CO., WINSTON-SALEM (49,887)	6,937	9,818	7,618	10,806	...	...
	NORTH DAKOTA						
824	BISMARCK (7,930)	6,500	10,465	7,260	12,078	...	...
825	GRAND FORKS (11,646)	6,300	10,080	7,056	11,907	7,560	12,411
826	MINOT (10,567)	6,600	9,768	7,590	11,286	8,250	12,408
	OHIO						
827	AKRON (57,642)	7,350	12,020 12,220(25 YRS)	8,000	13,700 13,900(25 YRS)	...	...
828	ALLIANCE (6,005)	6,200	9,455	6,634	10,579	...	...
829	ASHTABULA (7,667)	6,000	8,749	6,470	9,603	...	...
830	AUSTINTOWN, YOUNGSTOWN (8,280)	6,200	9,920	6,696	11,532	6,944	12,586
831	BARBERTON (7,530)	7,300	10,340 10,631(18 YRS)	8,322	12,710 13,114(18 YRS)	...	...
832	BEAVERCREEK LOCAL, XENIA (8,463)	7,000	10,465 11,410(25 YRS)	7,658	11,935 12,922(25 YRS)	...	...
833	BEDFORD (7,757)	7,450	12,665	8,121	14,192	8,841	14,912
834	BEREA (17,287)	7,200	11,520 13,020(38 YRS)	7,900	13,608 15,108(38 YRS)	8,425	14,193 15,693(38 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	539		804
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	750		805
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	312		806
$11,364	DOC.	12	$216	13	$216	...	...	FULL CREDIT	B.A. MIN. = 1.00	575		807
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	302		808
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	520	4	809
$11,368	DOC.	12	$219	13	$213	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,011	4	810
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	505		811
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	443		812
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	636		813
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	NO	687	4	814
$10,871	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	450	4,30	815
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	334		816
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	294	4	817
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	[illegible]		818
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	431		819
$11,146	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,109	30	820
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	590	4	821
$10,721	DOC.	12	$204	13	$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	413		822
$11,916	DOC.	12	$240	13	$245	...	...	FULL CREDIT	B.A. MIN. = 1.00	2,175	30	823
$12,408	M. A. +	11	$360	13	$371	...	...	STEP 3	B.A. MIN. = 1.00	335		824
$12,915	DOC.	9	$420	11	$441	11	$441	STEP 7	B.A. MIN. = 1.00	506	5	825
$12,408	6 YRS	11	$288	11	$336	11	$378	STEP 6	B.A. MIN. = 1.00	450		826
$14,500	DOC.	12	$389	12	$475	...	...	STEP 8	NO	2,505		827
$10,703	M. A. +	15	$217	15	$263	...	...	STEP 10	NO	264	3	828
$10,106	M. A. +	13	$211	13	$241	...	...	STEP 5	NO	300		829
$13,113	6 YRS +	12	$310	13	$372	13	$434	STEP 10	B.A. MIN. = 1.00	310	3	830
$13,487	M. A. +	12	$253	12	$366	...	...	STEP 11	NO	391		831
$12,376	M. A. +	11	$315	13	$329	...	...	STEP 9	NO	317		832
$15,092	6 YRS +	12	$435	12	$506	12	$506	FULL CREDIT	B.A. MIN. = 1.00	359	6	833
$14,410	6 YRS +	14	$309	14	$408	14	$412	STEP 7	NO	832	19	834

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	OHIO (CONTINUED)						
835	BOARDMAN (6,381)	$6,500	$10,790	$7,150	$11,960	$ 8,050	$12,860
836	CANTON (29,913)	7,000	11,130	7,560	13,020	8,428	14,749
837	CENTERVILLE (7,000)	7,000	10,780 13,300(40 YRS)	7,700	11,900 14,630(40 YRS)	8,330	12,530 15,260(40 YRS)
838	CINCINNATI (83,157)	7,000	11,490 12,245(22 YRS)	7,755	12,245 13,000(22 YRS)	8,025	12,515 13,270(22 YRS)
839	CLEVELAND (150,594)	7,450	12,675	7,950	14,350	7,950	14,850
840	CLEVELAND HEIGHTS - UNIVERSITY HEIGHTS (12,577)	7,100	11,600	7,800	14,200	8,700	15,100
841	COLUMBUS (114,091)	6,900	11,950	7,650	13,248	7,800	13,508
842	CUYAHOGA FALLS (12,000)	6,800	11,288 11,628(25 YRS)	7,480	12,512 12,852(25 YRS)	7,752	12,784 13,124(25 YRS)
843	DAYTON (55,520)	7,100	11,580	7,700	12,740	8,100	13,140
844	EAST CLEVELAND (7,925)	7,050	11,340	7,250	13,272	7,450	14,040
845	ELYRIA (12,484)	6,750	10,735	7,290	11,590	7,695	12,235
846	EUCLID (10,967)	7,300	12,425	7,955	13,980	8,835	14,855
847	FAIRBORN (9,782)	6,500	10,055 10,455(20 YRS)	7,069	11,000 11,600(20 YRS)	...	...
848	FINDLAY (9,136)	6,457	9,298	7,103	10,977	7,748	12,397
849	FOREST HILLS, CINCINNATI (7,169)	7,047	10,852	7,751	12,402	...	...
850	FREMONT (7,216)	6,950	10,474	7,770	11,718	...	...
851	GARFIELD HEIGHTS (6,000)	6,800	10,880	7,820	12,920	8,432	13,532
852	GREENHILLS-FOREST PARK, CINCINNATI (7,998)	6,650	10,350	7,160	11,655	7,760	12,255
853	HAMILTON (15,044)	6,850	10,138 10,412(17 YRS)	7,535	11,645 11,988(17 YRS)	7,877	11,987 12,330(17 YRS)
854	KETTERING (15,177)	6,896	10,537 10,937(30 YRS)	7,544	12,000 12,400(30 YRS)	7,944	12,400 12,800(30 YRS)
855	LAKEWOOD (10,728)	6,750	10,260	7,358	12,758	7,965	13,770
856	LANCASTER (8,816)	6,600	9,810	7,000	11,460	7,130	12,280
857	LIMA (11,049)	6,300	9,590	6,800	10,850	7,000	11,050
858	LORAIN (16,247)	7,000	11,016	7,980	12,877	8,540	14,042
859	MAD RIVER DIST., DAYTON (8,219)	6,650	10,041	7,315	11,538	7,648	11,870
860	MANSFIELD (12,013)	6,900	10,950	7,349	12,165	...	...
861	MAPLE HEIGHTS (6,444)	7,200	11,450 11,750(30 YRS)	7,800	13,720 14,020(30 YRS)	8,130	14,370 14,670(30 YRS)
862	MASSILLON (7,436)	6,500	9,750	6,900	11,050	7,350	11,500
863	MENTOR (12,436)	6,800	10,880	7,344	13,056	7,616	14,280
864	MIDDLETOWN (14,237)	6,800	10,608	7,480	11,900	...	...
865	NEWARK (10,107)	6,300	9,125	6,900	11,050	7,200	11,350
866	NEW CARLISLE (6,801)	6,200	9,238 9,548(15 YRS)	7,130	10,044 10,416(15 YRS)	...	...
867	NORTH OLMSTED (7,859)	6,900	11,320	7,555	13,041	...	13,928
868	NORTHWEST DIST., CINCINNATI (14,000)	6,745	10,792 11,192(20 YRS)	7,420	11,736 12,136(20 YRS)	...	...
869	OAK HILLS, CINCINNATI (9,070)	6,660	11,056	7,326	12,088	7,992	13,487
870	PORTSMOUTH (6,231)	5,625	7,825	6,205	9,205	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$12,860	6 YRS	14	$306	14	$344	14	$344	STEP 11	B.A. MIN. = 1.00	284	3	835
$15,504	DOC.	10	$413	11	$496	11	$575	FULL CREDIT	NO	949		836
$12,530	6 YRS	12	$315	12	$350	12	$350	STEP 8	B.A. MIN. = 1.00	351	20	837
$13,270	DOC.	12	$374	12	$374	12	$374	STEP 8	NO	3,170	3	838
$14,850	6 YRS	13	$402	12	$533	12	$575	STEP 6	NO	5,727	19	839
$15,700	DOC.	13	$346	13	$492	13	$492	FULL CREDIT	NO	652	7	840
$14,370	DOC.	14	$361	14	$400	14	$408	STEP 6	NO	4,684	3	841
$12,920	DOC.	11	$408	12	$419	12	$419	STEP 9	B.A. MIN. = 1.00	514	9	842
$14,015	DOC.	14	$320	14	$360	14	$360	STEP 7	NO	2,453		843
$14,540	DOC.	14	$306	14	$430	14	$471	STEP 7	NO	359	12	844
$13,310	DOC.	13	$307	13	$331	13	$349	STEP 10	B.A. MIN. = 1.00	565		845
$15,840	DOC.	13	$394	14	$430	14	$430	STEP 10	B.A. MIN. = 1.00	531		846
$11,000	M.A.	14	$254	14	$281	...	...	STEP 10	NO	353	3	847
$12,397	6 YRS	11	$258	12	$323	12	$387	FULL CREDIT	NO	427		848
$12,755	M. A. +	12	$317	12	$388	...	...	STEP 10	NO	328		849
$12,163	M. A. +	11	$320	11	$359	...	...	STEP 6	NO	292		850
$13,670	DOC.	13	$314	13	$392	13	$392	STEP 7	B.A. MIN. = 1.00	246	3, 4	851
$12,255	6 YRS	14	$264	14	$321	14	$321	STEP 10	B.A. MIN. = 1.00	332	3	852
$11,987	6 YRS	12	$274	12	$343	12	$343	STEP 11	NO	687		853
$12,600	6 YRS +	13	$280	14	$318	14	$318	STEP 9	NO	778		854
$13,770	6 YRS	13	$270	15	$360	16	$363	FULL CREDIT	NO	475		855
$13,200	DOC.	13	$247	13	$343	13	$396	STEP 11	B.A. MIN. = 1.00	416		856
$11,150	6 YRS +	14	$235	15	$270	15	$270	STEP 11	NO	475	4, 9	857
$14,803	DOC.	13	$309	13	$377	13	$423	FULL CREDIT	B.A. MIN. = 1.00	774		858
$11,870	6 YRS	11	$308	13	$325	13	$325	STEP 7	NO	360		859
$12,496	M. A. +	12	$338	12	$401	...	...	STEP 7	NO	587	19	860
$14,370	6 YRS	15	$283	16	$370	16	$390	STEP 7	NO	303	4	861
$11,500	6 YRS	14	$232	14	$296	14	$296	FULL CREDIT	NO	311	4, 8	862
$15,776	DOC.	12	$340	14	$408	14	$476	STEP 9	B.A. MIN. = 1.00	459	3	863
$12,172	M. A. +	14	$272	15	$295	...	...	STEP 11	B.A. MIN. = 1.00	686	6	864
$11,350	6 YRS	11	$257	13	$319	13	$319	STEP 6	NO	414	3	865
$10,044	M.A.	12	$253	9	$324	...	...	STEP 9	B.A. MIN. = 1.00	241		866
$16,554	DOC.	13	$340	13	$422	...	...	STEP 9	NO	306		867
$12,006	M. A. +	14	$289	15	$288	...	...	STEP 10	B.A. MIN. = 1.00	542		868
$13,487	6 YRS	12	$366	13	$366	15	$366	STEP 10	NO	342		869
$ 9,205	M.A.	11	$200	12	$250	...	...	STEP 10	NO	278	3	870

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
OHIO (CONTINUED)						
871 SANDUSKY (7,008)	$6,810	$10,896	$7,627	$11,918	$ 8,172	$12,653
872 SHAKER HEIGHTS (7,480)	7,200	12,600	7,704	14,400	8,055	14,751
873 SOUTH EUCLID-LYNDHURST CLEVELAND (8,994)	7,325	12,013	8,058	14,064	8,644	14,650
874 SPRINGFIELD (17,917)	6,550	9,975	7,150	11,640	7,660	12,150
875 STOW (6,606)	7,050	11,425 11,755(18 YRS)	7,665	13,465 13,905(18 YRS)	...	...
876 SYLVANIA (8,488)	7,000	9,898	7,600	11,152 11,488(14 YRS)	8,000	11,552 11,888(14 YRS)
877 TOLEDO (62,145)	7,100	10,600	7,400	12,000	7,850	12,450
878 UPPER ARLINGTON (9,010)	6,838	11,297	7,518	13,757	7,818	14,431
879 WARREN (14,212)	6,500	10,400	6,890	11,765	7,150	12,090
880 WASHINGTON LOCAL, TOLEDO (11,658)	7,300	11,680	8,176	12,556 12,921(15 YRS)	9,052	13,432 13,797(15 YRS)
881 WILLOUGHBY-EASTLAKE, WILLOUGHBY (14,233)	6,850	11,987	7,151	13,480 13,680(20 YRS)	7,351	13,680 13,880(20 YRS)
882 WORTHINGTON (6,460)	6,775	9,944	7,385	13,466	7,791	14,553
883 XENIA (8,581)	6,900	9,936 10,488(27 YRS)	7,590	11,730 12,420(27 YRS)	...	...
884 YOUNGSTOWN (25,000)	6,750	11,138	7,290	12,352	7,830	13,230
885 ZANESVILLE (8,223)	6,190	8,437	6,731	9,918	7,078	10,388
OKLAHOMA						
886 BARTLESVILLE (7,860)	7,035	8,820	7,350	9,135	7,550	9,335
887 ENID (9,617)	6,600	8,250	7,000	8,650	...	...
888 LAWTON (22,100)	6,845	8,525	7,160	8,840	7,370	9,050
889 MIDWEST CITY (18,201)	6,650	8,150	7,115	9,015	7,348	9,448
890 MOORE (10,796)	6,100	7,950	6,300	8,150	...	...
891 MUSKOGEE (8,902)	6,300	7,600	6,500	8,000	...	...
892 NORMAN (8,742)	6,400	8,400	6,600	8,600	...	...
893 OKLAHOMA CITY (71,089)	6,650	8,750	6,900	9,300	...	...
894 PONCA CITY (6,854)	6,500	9,000	6,900	9,400	...	...
895 PUTNAM CITY (19,356)	6,600	8,200	7,000	8,600	...	...
896 TULSA (79,374)	6,400	9,536	6,912	10,624	7,424	11,712
OREGON						
897 BEAVERTON (18,792)	7,075	10,704	7,782	12,411	8,136	12,976
898 COOS BAY (6,200)	7,138	10,421	7,852	11,992	8,280	13,063
899 CORVALLIS (8,114)	7,004	9,966	7,880	12,480	8,317	13,175
900 DAVID DOUGLAS DIST. 40., PORTLAND (9,350)	7,100	10,224	7,845	12,105	8,292	12,836
901 EUGENE (20,751)	7,050	10,787	7,685	12,549	7,685 9,024(4)	12,902
902 KLAMATH CO., KLAMATH FALLS (7,121)	6,975	10,015	7,575	11,425	7,875	11,725
903 LAKE OSWEGO (6,602)	7,060	10,308	7,646	12,143	7,907	12,849
904 MEDFORD (9,914)	6,900	8,454	8,022	11,130	...	...
905 PORTLAND (74,989)	7,250	10,310 10,565(MERIT)	7,650 8,350(3)	11,770 12,065(MERIT)	7,650 10,725(9)	13,210 13,605(MERIT)
906 ROSEBURG (6,929)	7,050	10,450	7,750	11,950	8,150	12,550

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
SCHEDULED AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$12,653	6 YRS	14	$292	14	$306	14	$320	FULL CREDIT	NO	301	4	871
$15,664	DOC.	15	$360	15	$446	15	$446	STEP 11	B.A. MIN. = 1.00	422	7,19	872
$15,236	7 YRS	13	$361	14	$429	14	$429	STEP 10	B.A. MIN. = 1.00	401		873
$12,150	6 YRS	13	$263	14	$321	14	$321	STEP 11	NO	682	3	874
$13,625	M. A. +	13	$337	13	$446	...	...	STEP 8	NO	249	1	875
$11,752	DOC.	12	$242	12	$296	12	$296	STEP 11	NO	305	3	876
$12,675	6 YRS +	12	$292	12	$383	12	$383	STEP 8	NO	2,470	4	877
$14,431	6 YRS	14	$319	14	$446	14	$472	STEP 9	NO	400		878
$12,290	DOC.	13	$300	13	$375	13	$380	FULL CREDIT	B.A. MIN. = 1.00	666		879
$13,797	6 YRS	10	$438	10	$438	10	$438	FULL CREDIT	B.A. MIN. = 1.00	506	4	880
$14,380	DOC.	14	$367	14	$452	14	$452	FULL CREDIT	NO	645		881
$14,553	6 YRS	11	$288	14	$434	14	$483	FULL CREDIT	NO	308	3	882
$11,730	M.A.	11	$276	12	$345	...	...	STEP 10	NO	336		883
$14,108	DOC.	13	$338	15	$338	16	$338	STEP 6	NO	1,067	3	884
$10,926	DOC.	11	$204	12	$266	12	$276	STEP 8	NO	316	3, 4	885
$ 9,660	DOC.	17	$105	17	$105	17	$105	FULL CREDIT	NO	375	7	886
$ 9,050	DOC.	16	$103	16	$103	...	...	STEP 7	NO	443		887
$ 8,840	M.A.	15	$112	15	$112	15	$112	FULL CREDIT	NO	852		888
$ 9,790	DOC.	15	$100	19	$100	21	$100	FULL CREDIT	NO	762	4	889
$ 8,350	DOC.	15	$123	15	$123	...	...	FULL CREDIT	NO	410	6	890
$ 8,000	M.A.	15	$ 87	15	$100	...	...	FULL CREDIT	NO	415	3	891
$ 8,800	DOC.	15	$133	15	$133	...	...	FULL CREDIT	NO	397	6	892
$ 9,850	DOC.	18	$117	18	$133	...	...	STEP 7	NO	2,960		893
$ 9,800	DOC.	13	$192	13	$192	...	...	STEP 5	NO	292	6	894
$ 8,600	M.A.	16	$100	16	$100	...	...	FULL CREDIT	NO	821	4	895
$12,480	DOC.	12	$261	14	$265	16	$268	STEP 6	NO	3,071		896
$12,976	6 YRS	13	$279	15	$309	15	$323	STEP 8	NO	984		897
$13,063	6 YRS	11	$298	14	$296	17	$281	STEP 5	NO	302	4	898
$13,871	DOC.	9	$329	11	$418	11	$442	STEP 7	NO	437		899
$12,836	6 YRS	11	$284	15	$284	16	$284	STEP 9	NO	426		900
$14,100	DOC.	12	$311	14	$347	14	$373	STEP 10	B.A. MIN. = 1.00	1,124		901
$11,725	6 YRS	12	$253	15	$257	15	$257	STEP 8	NO	339		902
$12,849	6 YRS	10	$325	13	$346	14	$353	FULL CREDIT	B.A. MIN. = 1.00	278		903
$12,252	DOC.	6	$259	12	$259	...	...	FULL CREDIT	NO	441	8	904
$13,710	DOC.	12	$255	14	$294	16	$348	FULL CREDIT	NO	3,615		905
$12,550	6 YRS	10	$340	13	$323	14	$314	STEP 8	NO	317		906

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	OREGON (CONTINUED)						
907	SALEM (22,346)	$7,050	$10,733	$7,598	$12,108	$ 7,598 9,702(6)	$12,876
908	SPRINGFIELD (9,884)	7,000	9,970	7,500	11,660	7,500 9,475(6)	12,580
	PENNSYLVANIA						
909	ALLENTOWN (19,000)	6,800	10,500	7,400	11,800	7,800	12,200
910	BALDWIN-WHITEHALL, PITTSBURGH (9,750)	7,200	12,125 13,375(35 YRS)	7,632	13,575 14,475(35 YRS)	...	...
911	BETHEL PARK (8,938)	6,800	11,820 12,220(30 YRS)	7,300	12,370 12,770(30 YRS)	7,800	12,920 13,320(30 YRS)
912	BOYERTOWN (6,594)	7,200	11,100	7,800	13,350 13,850(20 YRS)	8,300	13,900 14,400(20 YRS)
913	BUTLER (12,586)	7,300	10,900	7,900	12,100	8,800	13,000
914	CARLISLE (6,629)	6,800	10,700 10,900(25 YRS)	7,400	11,700 11,900(25 YRS)	8,000	12,300 12,500(25 YRS)
915	CENTENNIAL DIST., WARMINSTER (13,119)	7,450	12,325	8,250	13,775	9,100	14,625
916	CENTRAL BUCKS, DOYLESTOWN (11,084)	7,400	10,600 10,925(20 YRS)	8,550	14,500 14,825(20 YRS)	9,050	15,700 16,025(20 YRS)
917	CHAMBERSBURG (10,497)	6,500	10,300	6,900	11,000	7,300	11,400
918	CHELTENHAM TWP., ELKINS PARK (6,878)	7,400	11,800	7,900	14,150	8,500	15,900
919	CHESTER (10,908)	7,300	12,000	7,900	12,900	8,300	13,300
920	COATESVILLE (8,963)	6,700	10,901	7,737	12,702	8,273	14,002
921	COLONIAL DIST.,PLYMOUTH MEETING (8,503)	7,200	10,900	7,700	13,250	8,150	15,150
922	COUNCIL ROCK, RICHBORO (7,134)	7,300	11,400	8,000	13,200	9,100	15,250
923	DOWNINGTON (6,457)	7,200	10,700 12,100(MERIT)	7,700	11,300 13,700(MERIT)	7,900	11,500 13,900(MERIT)
924	EASTON (9,901)	6,800	10,700	7,400	11,600	7,600	11,800
925	ERIE (21,400)	7,500	11,150	8,300	12,600	8,800	13,100
926	FOX CHAPEL, PITTSBURGH (6,399)	7,500	12,100 13,100(35 YRS)	8,100	12,800 13,800(35 YRS)	8,400	13,100 14,100(35 YRS)
927	GATEWAY, MONROEVILLE (8,392)	7,300	11,950	8,100	13,700	8,850	14,450
928	HARRISBURG (12,450)	7,200	11,750 11,900(15 YRS)	7,800	12,350 12,500(15 YRS)	8,205	12,755 12,905(15 YRS)
929	HAVERFORD TWP., HAVERTOWN (7,699)	7,300	12,100	7,700	15,200	7,950	15,950
930	HAZLETON (12,265)	6,600	10,200 10,700(MERIT)	6,900	10,800 11,300(MERIT)	7,700	11,600 12,100(MERIT)
931	HEMPFIELD, GREENSBURG (9,460)	6,800	11,650	7,200	12,345	...	...
932	HIGHLANDS, TARENTUM (6,300)	7,900	11,800	8,500	13,000	9,100	13,500
933	LANCASTER (12,000)	7,030	11,449 11,770(30 YRS)	7,659	12,947 13,268(30 YRS)	8,384	13,696 14,017(30 YRS)
934	LOWER MERION, ARDMORE (9,769)	8,100	13,500 15,900(MERIT)	8,500	16,000 18,400(MERIT)	8,900	16,400 18,800(MERIT)
935	MCKEESPORT (10,355)	7,400	12,000 12,200(35 YRS)	7,700	12,600 12,800(35 YRS)	7,900	12,800 13,000(35 YRS)
936	MILLCREEK TWP. (8,930)	7,000	11,000 11,400(25 YRS)	7,800	11,800 12,200(25 YRS)	...	...
937	MT. LEBANON (8,685)	7,300	11,700 13,100(24 YRS)	8,000	13,400 14,350(24 YRS)	8,600	13,900 15,150(24 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$12,876	6 YRS	15	$246	15	$301	15	$352	STEP 12	NO	1,151		907
$12,580	6 YRS	11	$270	13	$320	14	$363	STEP 10	NO	432		908
$12,600	DOC.	12	$308	14	$314	14	$314	STEP 7	NO	790	3, 4	909
$13,800	M. A. +	11	$448	14	$425	...	...	FULL CREDIT	B.A. MIN. = 1.00	425		910
$13,570	DOC.	14	$359	14	$362	14	$366	FULL CREDIT	NO	407	3	911
$14,100	6 YRS +	13	$300	15	$370	15	$373	STEP 9	NO	299	6	912
$13,900	DOC.	12	$300	14	$300	14	$300	FULL CREDIT	NO	525		913
$12,900	DOC.	13	$300	13	$331	13	$331	FULL CREDIT	NO	344	6	914
$15,475	7 YRS	13	$375	13	$425	13	$425	FULL CREDIT	NO	620	6	915
$16,642	DOC.	11	$291	12	$496	12	$554	FULL CREDIT	NO	509		916
$12,000	DOC.	13	$292	14	$293	14	$293	FULL CREDIT	NO	479	3	917
$16,100	DOC.	9	$489	11	$568	12	$617	FULL CREDIT	NO	397		918
$13,700	DOC.	14	$336	15	$333	15	$333	STEP 6	NO	557	5	919
$14,270	6 YRS +	11	$382	13	$382	15	$382	FULL CREDIT	NO	499	3, 4	920
$16,300	DOC.	10	$370	13	$427	14	$500	FULL CREDIT	NO	427		921
$15,750	DOC.	11	$373	12	$433	12	$512	FULL CREDIT	NO	322		922
$11,700	DOC.	10	$350	10	$360	10	$360	FULL CREDIT	NO	333		923
$12,100	DOC.	13	$300	14	$300	14	$300	FULL CREDIT	NO	419	3	924
$13,400	DOC.	11	$332	13	$331	13	$331	STEP 7	NO	840	4,10	925
$13,500	DOC.	14	$329	14	$336	14	$336	FULL CREDIT	NO	358		926
$16,000	DOC.	12	$388	14	$400	14	$400	FULL CREDIT	NO	403	5	927
$13,025	6 YRS +	13	$350	13	$350	13	$350	FULL CREDIT	NO	656		928
$16,700	DOC.	16	$300	19	$395	18	$444	FULL CREDIT	NO	369		929
$12,400	DOC.	12	$300	12	$325	12	$325	FULL CREDIT	NO	550	3, 4	930
$12,345	M.A.	12	$404	14	$368	...	...	FULL CREDIT	NO	362	4	931
$13,500	6 YRS	13	$300	15	$300	15	$293	STEP 7	NO	320	10	932
$14,445	DOC.	16	$276	16	$330	16	$332	FULL CREDIT	NO	620	4, 5	933
$17,900	DOC.	10	$540	12	$625	12	$625	FULL CREDIT	NO	554		934
$13,200	DOC.	14	$329	14	$350	14	$350	FULL CREDIT	NO	457		935
$13,000	DOC.	13	$308	13	$208	...	...	STEP 10	NO	371		936
$14,700	DOC.	11	$400	11	$491	11	$482	FULL CREDIT	NO	369		937

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
PENNSYLVANIA (CONTINUED)						
938 NESHAMINY DIST., LANGHORNE (13,634)	$7,450	$11,850	$8,350	$13,258	$ 9,475	$15,300
939 NORRISTOWN (9,968)	6,800	11,449	7,200	12,305	7,600	13,589
940 NORTH ALLEGHENY DIST., PITTSBURGH (7,053)	7,400	10,900 11,300(29 YRS)	8,200	12,750 13,250(29 YRS)	8,950	14,200 14,600(29 YRS)
941 NORTH HILLS, PITTSBURGH (8,442)	7,700	11,600	8,700	12,800	...	14,000
942 NORTH PENN, LANSDALE (10,412)	7,700	11,800	8,100	13,700	8,900	15,100
943 NORWIN DIST., IRWIN (8,835)	7,000	11,500 11,850(30 YRS)	7,400	12,200 12,550(30 YRS)	7,850	12,650 13,000(30 YRS)
944 PENN HILLS (14,349)	7,000	11,750	7,450	12,800	7,875	13,250
945 PENNSBURY DIST., FALLSINGTON (14,004)	7,800	12,400	8,600	14,400	9,500	16,000
946 PHILADELPHIA (294,093)	8,900	14,380	9,200	15,200	9,780	16,000
947 PITTSBURGH (72,924)	8,100	13,100 13,400(25 YRS)	8,700	14,400 14,700(25 YRS)	9,100	15,000 15,300(25 YRS)
948 READING (14,888)	6,850	11,225 11,875(30 YRS)	7,650	12,025 12,675(30 YRS)	8,150	12,525 13,175(30 YRS)
949 RIDLEY (9,450)	7,300	12,550	7,700	13,650	...	14,200
950 SCANTON (16,400)	7,200	11,160	7,800	12,090	8,000	12,290
951 STATE COLLEGE (8,117)	6,700	11,236	7,141	12,055	7,582	12,874
952 UPPER DARBY (11,465)	7,100	11,350 12,350(MERIT)	7,500	12,650 13,650(MERIT)	7,900	13,650 14,650(MERIT)
953 UPPER MERION, KING OF PRUSSIA (6,727)	7,000	11,648	7,600	12,148	8,000	13,031
954 WARREN CO. (11,127)	7,000	11,200	7,600	11,800	...	...
955 WEST SHORE (10,630)	7,000	10,900	7,600	11,800	8,100	12,300
956 WILLIAMSPORT (11,120)	6,800	11,000	7,100	11,600	7,400	11,900
957 YORK (9,064)	6,950	11,537	7,714	12,683	8,479	13,830
RHODE ISLAND						
958 CRANSTON (14,689)	6,900	10,900 11,200(35 YRS)	7,550	11,550 11,850(35 YRS)	7,700	11,700 12,000(35 YRS)
959 CUMBERLAND, ASHTON (6,924)	7,200	11,200	7,850	11,850	8,150	12,150
960 NEWPORT (6,402)	7,400	11,200	8,140	11,940	8,510	12,310
961 PROVIDENCE (25,181)	7,000	11,200	7,600	11,800	7,900	12,100
962 WARWICK (20,068)	7,450	9,700	8,200	10,700	8,700	11,200
SOUTH CAROLINA						
963 AIKEN CO. (24,389)	6,351	8,119	7,205	9,246	7,311	9,488
964 ANDERSON CO. DIST. 5 (12,569)	6,591	8,345	7,394	9,372	7,394 9,068(8)	10,372
965 BEAUFORT CO. (9,971)	6,581	8,355	7,484	9,492	8,084	10,092
966 BROOKLAND-CAYCE DIST. 2, CAYCE (11,090)	6,311	7,865	7,164	9,222	7,464	9,522
967 CHARLESTON CO. (59,095)	6,261	7,901	6,976	9,122	7,226	9,372
968 CHEROKEE CO, GAFFNEY (8,453)	6,576	8,431	7,455	9,590	7,705	9,840
969 CHESTER CO. (7,790)	6,461	8,145	7,264	9,272	...	...
970 COLUMBIA (39,155)	6,552	8,004 8,508(35 YRS)	7,332	9,708 10,500(35 YRS)	7,536	9,912 10,704(35 YRS)
971 DARLINGTON CO. (14,435)	6,253	8,034	7,097	9,146	7,337	9,386
972 FLORENCE (14,724)	6,211	7,695	6,914	9,022 9,122(18 YRS)	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	AVE.	MASTER'S NO. 11	AVE.	SIX YEARS NO. 12	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$15,800	DOC.	11	$400	11	$446	11	$530	FULL CREDIT	NO	626	5	938
$14,000	DOC.	11	$423	12	$425	14	$428	STEP 7	NO	423	3	939
$14,450	6 YRS +	11	$318	12	$379	14	$375	FULL CREDIT	NO	302	4	940
$14,000	6 YRS	13	$315	13	$315	...	...	STEP 6	NO	342	10	941
$16,100	DOC.	9	$456	12	$467	13	$477	STEP 7	NO	406		942
$12,950	7 YRS	12	$375	13	$369	13	$369	FULL CREDIT	NO	377		943
$13,900	DOC.	14	$339	14	$382	14	$384	FULL CREDIT	NO	627	4	944
$16,000	6 YRS	11	$418	12	$483	12	$542	STEP 8	NO	665	6	945
$17,000	DOC.	10	$548	10	$600	10	$622	FULL CREDIT	NO	13,281		946
$15,600	DOC.	10	$500	10	$570	10	$590	STEP 8	NO	3,382		947
$12,525	6 YRS	13	$337	13	$337	13	$337	FULL CREDIT	NO	670	3, 4	948
$14,200	6 YRS	15	$350	14	$425	...	...	STEP 10	NO	391	10	949
$12,290	6 YRS	12	$330	13	$330	13	$330	STEP 8	NO	778		950
$13,693	DOC.	12	$378	13	$378	14	$378	FULL CREDIT	NO	422		951
$14,400	DOC.	12	$354	11	$468	11	$523	FULL CREDIT	NO	550	3, 4	952
$13,231	7 YRS	10	$465	10	$455	11	$457	FULL CREDIT	NO	356	3	953
$11,800	M.A.	14	$300	14	$300	...	...	FULL CREDIT	NO	482		954
$12,800	DOC.	13	$300	14	$300	14	$300	FULL CREDIT	NO	562		955
$12,200	DOC.	14	$300	15	$300	15	$300	STEP 7	NO	456		956
$14,595	DOC.	14	$328	14	$355	14	$382	FULL CREDIT	B.A. MIN. = 1.00	552		957
$12,200	6 YRS +	9	$444	9	$444	9	$444	FULL CREDIT	NO	729	3	958
$12,550	6 YRS +	9	$444	9	$444	9	$444	FULL CREDIT	NO	292		959
$12,310	6 YRS	9	$422	9	$422	9	$422	FULL CREDIT	NO	316		960
$12,400	DOC.	10	$420	10	$420	10	$420	STEP 11	NO	1,275	3	961
$11,650	DOC.	...	...	...	...	...	...	STEP 7	NO	1,031		962
$10,832	DOC.	14	$126	14	$146	14	$156	FULL CREDIT	NO	1,053		963
$11,177	DOC.	16	$110	16	$124	16	$186	FULL CREDIT	NO	552		964
$13,377	DOC.	14	$127	14	$143	14	$143	FULL CREDIT	NO	445		965
$10,697	DOC.	14	$111	14	$147	14	$147	FULL CREDIT	NO	465		966
$10,527	DOC.	14	$117	14	$153	14	$153	FULL CREDIT	NO	2,080		967
$11,221	DOC.	14	$132	14	$152	14	$152	STEP 7	NO	382	4	968
$ 9,272	M.A.	15	$112	15	$134	...	...	STEP 4	NO	328		969
$11,016	DOC.	12	$121	14	$170	14	$170	FULL CREDIT	NO	1,892		970
$ 9,386	6 YRS	14	$127	14	$146	14	$146	FULL CREDIT	NO	733		971
$ 9,022	M.A.	14	$106	14	$150	...	...	FULL CREDIT	NO	579		972

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
SOUTH CAROLINA (CONTINUED)						
973 GEORGETOWN CO. (10,100)	$6,261	$ 7,870	$7,064	$ 8,897	$ ...	$ ...
974 GREENVILLE CO. (57,369)	6,400	8,250	8,000	10,050	8,300	10,550
975 GREENWOOD (9,810)	6,466	8,145 8,245(24 YRS)	7,309	9,382 9,482(24 YRS)	...	...
976 MARLBORO CO., BENNETTSVILLE (7,728)	6,366	7,850	7,114	8,822	...	...
977 NEWBERRY CO. (6,516)	6,047	7,605	6,857	8,640	7,057	8,840
978 OCONEE CO., WALHALLA (9,861)	6,576	8,431	7,455	9,590	7,705	9,840
979 ORANGEBURG DIST. 5 (7,608)	6,327	7,831	7,287	9,065	...	...
980 ROCK HILL (12,630)	6,731	8,215	7,534	9,242	...	...
981 SPARTANBURG CO. DIST. 7 (13,092)	6,576	8,431	7,455	9,590 9,790(25 YRS)	7,705	9,840 10,040(25 YRS)
982 UNION CO. (7,644)	6,033	7,744	6,857	8,831	7,522	10,361
SOUTH DAKOTA						
983 ABERDEEN (6,292)	6,650	9,709	7,448	11,039	8,246	11,837
984 RAPID CITY (13,859)	6,100	9,150	6,710	10,370	7,320	11,590
985 SIOUX FALLS (18,895)	6,600	9,900	7,260	11,220	7,920	12,540
TENNESSEE						
986 ANDERSON CO. (EXCL. CLINTON ELEM) (8,002)	6,400	7,985	7,090	8,915	7,697	9,950
987 BLOUNT CO. (EXCL. MARYVILLE) (10,129)	6,490	8,211	7,170	9,069	7,840	9,795
988 BRADLEY CO. (EXCL. CLEVELAND) (7,686)	6,336	8,272	6,901	9,082	...	...
989 CAMPBELL CO., JACKSBORO (6,400)	6,349	7,407	6,879	8,012	7,396	8,529
990 CARTER CO. (EXCL. ELIZABETHTON ELEM) (6,862)	6,000	7,050	6,500	7,625	7,000	8,125
991 CHATTANOOGA (26,506)	6,800	9,740	7,667	10,724	8,060	11,183
992 CLARKSVILLE-MONTGOMERY CO., CLARKSVILLE (13,933)	6,156	8,436	6,669	9,405	7,410	10,146
993 FAYETTE CO., SOMERVILLE (6,470)	6,000	7,050	6,500	7,625	7,000	8,125
994 FRANKLIN CO., WINCHESTER (6,305)	6,180	7,230	6,725	7,850	7,250	8,375
995 GREENE CO. (EXCL. GREENEVILLE) (6,679)	6,000	7,050	6,500	7,625	7,000	8,125
996 HAMILTON CO.(EXCL.CHATTANOOGA) (29,725)	6,700	9,380	7,504	10,318	7,705	10,586
997 HAWKINS CO. (EXCL. ROGERSVILLE ELEM) (6,997)	6,235	7,621	6,914	8,587	...	...
998 JACKSON (7,992)	6,250	8,312	6,687	9,562	7,125	10,062
999 JOHNSON CITY (6,600)	6,700	9,250	7,075	10,030	7,570	10,525
1000 KINGSPORT (6,955)	7,180	9,785	7,740	10,675	8,190	11,125
1001 KNOX CO. (EXCL. KNOXVILLE) (23,201)	6,450	9,546	7,095	10,449	7,482	11,094
1002 KNOXVILLE (36,027)	6,500	9,620	7,150	10,368	7,345	11,083
1003 LAWRENCE CO., LAWRENCEBURG (6,655)	6,175	7,525	6,750	8,175	7,325	8,750
1004 MADISON CO. (EXCL. JACKSON) (7,051)	6,175	8,120	6,669	9,448	6,978	9,757

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$ 8,897	M.A.	13	$124	13	$141	...	...	FULL CREDIT	NO	404	4	973
$11,050	DOC.	13	$142	13	$158	13	$173	FULL CREDIT	NO	2,283	4	974
$ 9,382	M.A.	14	$120	14	$148	...	...	FULL CREDIT	NO	415		975
$ 8,822	M.A.	14	$106	14	$122	...	...	FULL CREDIT	NO	291		976
$ 9,945	DOC.	14	$111	14	$127	14	$134	FULL CREDIT	NO	289		977
$11,221	DOC.	14	$133	14	$153	14	$153	FULL CREDIT	NO	447		978
$ 9,065	M.A.	14	$107	14	$127	...	...	FULL CREDIT	NO	325		979
$ 9,242	M.A.	14	$106	14	$122	...	...	FULL CREDIT	NO	504		980
$12,568	DOC.	14	$133	14	$153	14	$153	FULL CREDIT	NO	680		981
$10,361	6 YRS	14	$122	14	$141	14	$203	FULL CREDIT	NO	300		982
$11,837	6 YRS	12	$255	14	$256	14	$256	STEP 6	B.A. MIN. = 1.00	285		983
$11,590	6 YRS	10	$305	12	$305	14	$305	STEP 7	B.A. MIN. = 1.00	542	3	984
$12,540	6 YRS	10	$330	12	$330	14	$330	FULL CREDIT	NO	870		985
$ 9,950	6 YRS	15	$106	15	$122	15	$150	FULL CREDIT	NO	372		986
$ 9,795	6 YRS	15	$115	15	$127	15	$130	FULL CREDIT	NO	420		987
$ 9,082	M.A.	15	$129	15	$145	...	...	FULL CREDIT	NO	314		988
$ 8,529	6 YRS	15	$ 71	15	$ 76	15	$ 76	FULL CREDIT	NO	322		989
$ 8,625	DOC.	15	$ 70	15	$ 75	15	$ 75	FULL CREDIT	NO	285		990
$11,817	DOC.	14	$210	14	$218	14	$223	FULL CREDIT	B.A. MIN. = 1.00	1,079		991
$10,146	6 YRS	15	$152	15	$182	15	$182	FULL CREDIT	M.A. MAX. = 1.00	626		992
$ 8,625	DOC.	15	$ 70	15	$ 75	15	$ 75	FULL CREDIT	NO	288		993
$ 8,375	6 YRS	15	$ 70	15	$ 75	15	$ 75	FULL CREDIT	NO	255		994
$ 8,625	DOC.	15	$ 70	15	$ 75	15	$ 75	FULL CREDIT	NO	318		995
$11,189	DOC.	15	$179	15	$188	15	$192	STEP 11	B.A. MIN. = 1.00	1,165		996
$ 8,587	M.A.	15	$ 92	15	$112	...	...	FULL CREDIT	NO	276		997
$10,062	6 YRS	15	$137	15	$192	15	$196	FULL CREDIT	B.A. MIN. = 1.00	358		998
$10,525	6 YRS	16	$159	16	$185	16	$185	FULL CREDIT	NO	300	4	999
$11,125	6 YRS	18	$145	18	$163	18	$163	FULL CREDIT	NO	332		1000
$11,868	DOC.	12	$258	13	$258	14	$258	STEP 6	B.A. MIN. = 1.00	1,046		1001
$11,960	DOC.	12	$260	13	$230	14	$267	STEP 6	B.A. MIN. = 1.00	1,871	4	1002
$ 8,750	6 YRS	15	$ 90	15	$ 95	15	$ 95	FULL CREDIT	NO	273		1003
$ 9,757	6 YRS	15	$130	15	$185	15	$185	FULL CREDIT	B.A. MIN. = 1.00	315		1004

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
TENNESSEE (CONTINUED)						
1005 MAURY CO., COLUMBIA (10,600)	$6,500	$ 8,710	$7,350	$ 9,520	$ 8,350	$10,530
1006 MEMPHIS (149,496)	6,600	10,250 10,350(20 YRS)	7,400	11,220 11,320(20 YRS)	8,320	12,450 12,550(20 YRS)
1007 NASHVILLE-DAVIDSON CO., NASHVILLE (92,352)	6,800	10,064	7,616	11,152	8,432	12,240
1008 OAK RIDGE (7,204)	7,200	10,728	7,776	12,024	7,776 9,504(3)	12,456
1009 PUTNAM CO., COOKEVILLE (7,056)	6,539	8,530	7,124	9,364	7,709	10,094
1010 ROBERTSON CO., SPRINGFIELD (7,303)	6,100	8,480	6,850	9,215	7,450	9,815
1011 RUTHERFORD CO. (EXCL. MURFREESBORO ELEM) (9,595)	6,010	8,217	6,615	9,215	7,120	10,135
1012 SEVIER CO., SEVIERVILLE (6,316)	6,300	7,350	6,800	7,925	7,300	8,425
1013 SHELBY CO. (EXCL. MEMPHIS) (22,996)	6,900	10,150	7,550	10,800	8,200	12,420
1014 SULLIVAN CO., BLOUNTVILLE (18,529)	6,600	8,580	7,260	9,834	7,524	10,494
1015 SUMNER CO., GALLATIN (14,150)	6,000	8,600	6,780	9,465	7,620	10,305
1016 TIPTON CO., COVINGTON (6,839)	6,000	7,609	6,597	8,622	7,256	9,281
1017 WARREN CO., MCMINNVILLE (6,148)	6,200	7,700	6,775	9,160	7,225	9,610
1018 WASHINGTON CO., JONESBORO (7,877)	6,000	7,512	6,970	9,456	7,960	10,789
1019 WILLIAMSON CO., FRANKLIN (6,364)	6,600	8,400	7,330	9,115	8,170	9,955
TEXAS						
1020 ABILENE (18,950)	6,700	8,750 8,950(25 YRS)	7,300	10,010 10,210(25 YRS)	7,800	10,510 10,710(25 YRS)
1021 ALICE (6,668)	6,300	7,970	6,900	9,180	...	...
1022 AMARILLO (29,000)	6,700	9,125	7,300	9,660	7,700	10,550
1023 AUSTIN (52,550)	6,600	8,855	7,260	10,241	...	...
1024 BEAUMONT (15,180)	6,700	9,050	7,400	10,310	...	...
1025 BIG SPRING (7,349)	6,650	10,430	7,250	11,430	...	...
1026 BIRDVILLE, FORT WORTH (14,777)	6,850	8,830	7,150	10,120	...	...
1027 BRAZOSPORT (11,377)	7,400	9,450	8,000	10,710	8,150	10,860
1028 BRYAN (9,492)	6,000	9,780	6,600	10,780	...	...
1029 CLEAR CREEK, LEAGUE CITY (11,798)	7,500	9,550	8,100	10,810 11,210(21 YRS)	...	...
1030 CORPUS CHRISTI (46,276)	6,700	8,900	7,300	10,350	...	...
1031 DALLAS (167,136)	6,800	9,860	7,480	11,220	...	...
1032 DENISON (6,425)	6,204	8,254	6,804	9,514	...	...
1033 DENTON (8,225)	6,400	10,180	7,000	11,180	...	...
1034 ECTOR CO., ODESSA (24,349)	7,445	9,125	8,000	10,520	8,555	11,355
1035 EDGEWOOD, SAN ANTONIO (22,134)	6,000	9,780	6,600	10,780	...	...
1036 EDINBURG (8,010)	6,400	10,180	7,000	11,180	...	...
1037 EL PASO (61,984)	6,600	9,050	7,200	10,380	7,400	10,580
1038 FORT WORTH (84,856)	6,800	9,860	7,240	10,500	7,240 8,593(4)	10,875

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$10,530	6 YRS	15	$147	15	$145	15	$145	FULL CREDIT	NO	440		1005
$13,800	DOC.	14	$261	15	$255	15	$275	STEP 10	B.A. MIN. = 1.00	6,454		1006
$13,328	DOC.	12	$272	12	$272	14	$272	STEP 11	B.A. MIN. = 1.00	4,469		1007
$13,680	DOC.	13	$271	13	$327	13	$360	STEP 6	B.A. MIN. = 1.00	337		1008
$10,094	6 YRS	15	$133	15	$150	15	$160	FULL CREDIT	NO	311		1009
$ 9,815	6 YRS	15	$159	15	$158	15	$158	FULL CREDIT	B.A. MIN. = 1.00	305	4	1010
$10,135	6 YRS	15	$147	15	$173	15	$201	FULL CREDIT	NO	411		1011
$ 8,925	DOC.	15	$ 70	15	$ 75	15	$ 75	FULL CREDIT	NO	265		1012
$13,080	DOC.	15	$217	15	$217	15	$281	STEP 4	NO	870		1013
$10,494	6 YRS	15	$132	15	$172	15	$198	FULL CREDIT	B.A. MIN. = 1.00	776		1014
$10,305	6 YRS	15	$173	15	$179	15	$179	FULL CREDIT	NO	665		1015
$ 9,281	6 YRS	15	$107	15	$135	15	$135	FULL CREDIT	B.A. MIN. = 1.00	275		1016
$ 9,860	DOC.	15	$100	15	$159	15	$159	FULL CREDIT	NO	261		1017
$12,207	DOC.	12	$126	14	$178	16	$177	FULL CREDIT	NO	320		1018
$ 9,955	6 YRS	15	$120	15	$119	15	$119	FULL CREDIT	NO	287		1019
$10,510	6 YRS	11	$186	18	$151	18	$151	FULL CREDIT	NO	825	4	1020
$ 9,180	M.A.	5	$334	7	$326	...	...	FULL CREDIT	NO	311		1021
$10,950	DOC.	12	$202	9	$262	11	$259	FULL CREDIT	NO	1,150	4	1022
$11,241	DOC.	6	$376	7	$426	...	...	STEP 7	NO	2,284	4	1023
$10,455	M. A. +	8	$294	8	$364	...	...	FULL CREDIT	NO	657	4	1024
$11,430	M.A.	10	$378	10	$418	...	...	STEP 7	NO	337	6	1025
$10,120	M.A.	12	$165	18	$165	...	...	FULL CREDIT	NO	591		1026
$11,910	DOC.	11	$186	18	$151	18	$151	FULL CREDIT	NO	546		1027
$10,780	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	401	6	1028
$10,810	M.A.	6	$342	7	$387	...	...	FULL CREDIT	NO	550		1029
$10,350	M.A.	9	$244	11	$277	...	...	FULL CREDIT	NO	1,846		1030
$13,600	DOC.	10	$306	12	$312	...	...	STEP 6	B.A. MIN. = 1.00	6,424		1031
$ 9,514	M.A.	6	$342	7	$387	...	...	FULL CREDIT	NO	271	4	1032
$11,180	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	403		1033
$11,355	6 YRS	12	$140	18	$140	20	$140	STEP 7	NO	1,074		1034
$10,780	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	805	4	1035
$11,180	M.A.	10	$378	10	$418	...	...	STEP 7	NO	383	6,30	1036
$10,580	6 YRS	7	$350	7	$454	8	$398	FULL CREDIT	NO	2,648	3	1037
$11,100	DOC.	10	$306	10	$326	10	$364	FULL CREDIT	NO	3,339	3	1038

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
TEXAS (CONTINUED)						
1039 GALENA PARK (11,982)	$7,100	$ 9,150	$7,600	$10,410	$ ...	$ ...
1040 GALVESTON (12,766)	7,263	9,313	7,863	10,133 10,573(18 YRS)	8,363	10,633 11,073(18 YRS)
1041 GOOSE CREEK, BAYTOWN (14,247)	7,300	8,850	7,900	10,620	7,900 9,050(4)	11,560
1042 GRAND PRAIRIE (11,215)	6,960	8,744	7,500	9,956	...	...
1043 HARLANDALE (17,983)	6,450	10,130	7,150	11,130	...	...
1044 HOUSTON (239,336)	7,100	10,200	7,720	11,440	...	...
1045 HURST (16,865)	6,880	8,930	7,480	10,190	7,680	10,390
1046 IRVING (23,900)	7,000	9,050	7,600	9,870 10,310(18 YRS)	...	...
1047 LA MARQUE (6,817)	7,600	9,775	8,200	11,085	8,500	11,385
1048 LAMAR, ROSENBURG (7,614)	6,900	10,680	7,500	11,680	...	...
1049 LAREDO (17,143)	6,000	9,780	6,600	10,780	...	...
1050 LONGVIEW (9,445)	6,500	8,550	7,100	9,810	...	...
1051 LUBBOCK (33,209)	6,700	8,750	7,300	10,010	7,700	10,410
1052 LUFKIN (6,650)	6,000	9,780	6,600	10,780	...	...
1053 MARSHALL (7,380)	6,000	9,780	6,600	10,780	...	...
1054 MCALLEN (11,081)	6,500	10,180	7,100	11,180	...	...
1055 MESQUITE (18,243)	6,600	8,550	7,100	9,370 9,810(18 YRS)	...	...
1056 MIDLAND (17,682)	7,450	9,560	8,000	11,085	8,500	11,585
1057 NEDERLAND (6,509)	6,800	9,200	7,400	10,300	...	...
1058 NORTH EAST DIST., SAN ANTONIO (27,000)	6,700	9,120	7,300	10,655	7,600	10,955
1059 NORTH FOREST, HOUSTON (16,171)	6,700	10,080	7,000	11,080	...	...
1060 PASADENA (35,557)	7,045	8,275 8,475(MERIT)	7,570	9,675 9,875(MERIT)	7,870	9,975 10,175(MERIT)
1061 PHARR-SAN JUAN-ALAMO DIST., PHARR (7,614)	6,500	8,250	7,000	9,170 9,610(18 YRS)	...	...
1062 PLAINVIEW (6,594)	6,600	10,380	7,500	11,680	...	...
1063 PORT NECHES (6,865)	7,000	9,620	7,600	10,500	...	...
1064 RICHARDSON (29,100)	6,750	8,520	7,350	9,730	7,350 8,250(6)	9,930
1065 SAN ANTONIO (75,617)	6,500	9,360	7,150	10,303	...	...
1066 SHERMAN (7,294)	6,300	8,350	7,260	9,470 9,910(18 YRS)	...	...
1067 SPRING BRANCH (36,000)	6,900	8,950	7,500	9,770 10,210(21 YRS)	...	...
1068 TEMPLE (7,700)	6,000	8,050	6,600	8,870 9,310(18 YRS)	...	...
1069 TEXARKANA (7,200)	6,500	8,350	7,100	9,170 9,610(18 YRS)	...	...
1070 TYLER (16,100)	6,866	8,966	7,466	10,451	...	...
1071 WEST ORANGE-COVE, ORANGE (6,888)	7,020	9,145	7,620	10,420	7,920	10,720
1072 WICHITA FALLS (18,700)	6,400	8,450 8,750(20 YRS)	7,200	9,600 10,210(20 YRS)	...	...
UTAH						
1073 ALPINE DIST., AMERCIAN FORK (17,769)	6,035	10,139	6,335	11,044	6,435	11,346

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$10,410	M.A.	6	$342	7	$401	...	...	FULL CREDIT	NO	557	5	1039
$11,133	DOC.	6	$342	6	$378	6	$378	STEP 10	NO	555		1040
$11,860	DOC.	6	$258	10	$272	12	$305	FULL CREDIT	NO	659		1041
$ 9,956	M.A.	10	$178	12	$205	...	...	FULL CREDIT	NO	422		1042
$11,130	M.A.	10	$368	10	$398	...	...	STEP 7	NO	695		1043
$12,060	DOC.	10	$310	12	$310	...	...	STEP 6	B.A. MIN. = 1.00	8,897		1044
$10,390	6 YRS	6	$342	7	$387	7	$387	FULL CREDIT	NO	708		1045
$10,310	M.A.	6	$342	6	$378	...	...	FULL CREDIT	NO	980	4	1046
$11,685	DOC.	6	$363	7	$412	7	$412	FULL CREDIT	NO	355		1047
$11,680	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	343		1048
$10,780	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	716	4	1049
$ 9,810	M.A.	11	$186	18	$151	...	...	FULL CREDIT	NO	461	6	1050
$10,810	DOC.	6	$342	7	$387	7	$387	FULL CREDIT	NO	1,403	4	1051
$10,780	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	277		1052
$10,760	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	364	4	1053
$11,180	M.A.	10	$368	10	$408	...	...	STEP 8	NO	581		1054
$ 9,370	M.A.	6	$325	6	$378	...	...	STEP 7	NO	687		1055
$11,585	6 YRS	13	$162	15	$206	15	$206	STEP 7	NO	778	6	1056
$11,300	DOC.	12	$200	17	$171	...	...	FULL CREDIT	NO	286		1057
$11,255	DOC.	9	$269	11	$305	11	$305	STEP 7	NO	1,120	4	1058
$11,080	M.A.	10	$338	10	$408	...	...	FULL CREDIT	NO	714		1059
$10,175	DOC.	6	$200	10	$200	10	$200	FULL CREDIT	NO	1,480		1060
$ 9,170	M.A.	6	$292	6	$362	...	...	FULL CREDIT	NO	465	6	1061
$11,680	M.A.	10	$378	10	$418	...	...	FULL CREDIT	NO	280		1062
$10,500	M.A.	10	$262	12	$242	...	...	FULL CREDIT	NO	312		1063
$10,130	DOC.	5	$354	7	$340	7	$368	FULL CREDIT	NO	1,245	3, 4	1064
$10,303	M.A.	10	$286	10	$315	...	...	STEP 7	NO	2,886	4	1065
$10,470	DOC.	6	$342	6	$368	...	...	STEP 10	NO	310		1066
$10,210	M.A.	6	$342	6	$378	...	...	FULL CREDIT	NO	1,450	4	1067
$ 8,870	M.A.	6	$342	6	$378	...	...	FULL CREDIT	NO	370	4	1068
$ 9,170	M.A.	8	$231	6	$345	...	...	FULL CREDIT	NO	293		1069
$10,451	M.A.	6	$350	8	$373	...	...	FULL CREDIT	NO	758		1070
$10,920	DOC.	11	$193	18	$156	18	$156	FULL CREDIT	NO	436	4	1071
$10,210	M. A. +	10	$205	11	$218	...	...	FULL CREDIT	NO	750	8	1072
$11,889	DOC.	11	$373	11	$428	11	$446	STEP 7	B.A. MIN. = 1.00	631		1073

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
UTAH (CONTINUED)						
1074 BOX ELDER CO., BRIGHAM CITY (9,171)	$6,188	$ 9,620	$6,760	$11,128	$ ...	$ ...
1075 CACHE CO. (EXCL. LOGAN) (6,652)	6,000	9,792	6,492	10,944	6,660	11,232
1076 DAVIS CO., FARMINGTON (33,566)	6,250	9,775	7,150	11,275	7,150 8,625(6)	11,525
1077 GRANITE DISTRICT (EXCL. SALT LAKE CITY) (63,000)	6,410	9,615	6,963	11,162	...	...
1078 JORDAN DIST., SANDY (23,528)	6,444	9,300	7,176	11,388	7,308	11,520
1079 MURRAY (6,417)	6,298	8,685	6,877	11,078	6,877 8,106(4)	11,368
1080 NEBO DIST., SPANISH FORK (9,772)	5,800	9,660	6,325	10,350	6,555	10,695
1081 PROVO (8,684)	6,006	10,090	6,406	10,991	6,731	11,411
1082 SALT LAKE CITY (33,914)	6,100	8,480	7,003	10,923	7,224	11,634
1083 TOOELE CO. (6,852)	6,415	10,649	7,090	11,547	...	...
VERMONT						
1084 BURLINGTON (6,964)	6,400	10,176 10,496(15 YRS)	7,040	11,264 11,584(15 YRS)	...	...
VIRGINIA						
1085 ACCOMACK CO., ACCOMAC (6,407)	6,550	8,750	7,050	9,250	...	...
1086 ALBEMARLE CO. (8,400)	6,700	10,184	7,400	10,884	...	...
1087 ALEXANDRIA (17,300)	7,550	13,213	8,683	15,629	9,589	16,988
1088 ARLINGTON CO. (25,400)	7,575	11,650 12,450(34 YRS)	8,660	15,225 16,025(34 YRS)	9,400	15,980 16,780(34 YRS)
1089 AUGUSTA CO. (EXCL. STAUNTON) (10,281)	6,800	9,350	7,400	9,950	...	...
1090 BEDFORD CO. (7,997)	6,800	9,000	7,600	9,800	...	...
1091 BUCHANAN CO., GRUNDY (9,131)	6,800	8,800	7,500	9,500	...	...
1092 CAMPBELL CO., RUSTBURG (10,484)	6,700	8,900 9,000(20 YRS)	7,500	9,700 9,800(20 YRS)	...	...
1093 CHARLOTTESVILLE (7,021)	7,100	10,954	7,850	11,951	8,600	12,949
1094 CHESAPEAKE (24,868)	6,950	10,550	7,650	11,250	...	...
1095 CHESTERFIELD CO. (24,065)	7,000	11,200	7,700	11,900	...	...
1096 DANVILLE (10,500)	6,900	9,729	7,500	10,329	...	...
1097 FAIRFAX CO. (129,979)	7,350	13,143	7,750	16,400	7,750	17,100
1098 FAUQUIER CO., WARRENTON (6,416)	6,900	9,900	7,700	10,700	...	...
1099 FRANKLIN CO., ROCKY MOUNT (6,788)	6,800	8,800	7,500	9,500	...	...
1100 FREDERICK CO., WINCHESTER (7,384)	6,900	9,798	7,700	10,598	...	...
1101 HALIFAX CO. (7,466)	6,800	8,600	7,550	9,350	...	...
1102 HAMPTON (32,146)	7,000	11,000	7,700	11,800	...	...
1103 HANOVER CO., ASHLAND (9,331)	6,700	9,800	7,300	10,400	...	...
1104 HENRICO CO. (34,388)	7,000	11,300	7,700	12,000	...	...
1105 HENRY CO. (EXCL. MARTINSVILLE) (12,810)	6,800	9,550	7,500	10,250	...	...
1106 LOUDOUN CO., LEESBURG (9,386)	7,000	10,500	7,600	11,400	...	...
1107 LYNCHBURG (11,599)	7,100	10,115 10,418(15 YRS)	7,850	10,865 11,168(15 YRS)	8,450	11,465 11,768(15 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$11,128	M.A.	12	$286	15	$291	...	...	STEP 6	NO	350		1074
$11,232	6 YRS	13	$292	14	$318	14	$327	STEP 10	NO	235		1075
$11,775	DOC.	13	$271	15	$275	15	$292	STEP 10	NO	1,341	6	1076
$12,167	DOC.	11	$291	14	$300	...	...	STEP 11	NO	2,500		1077
$11,520	6 YRS	9	$317	13	$324	13	$324	FULL CREDIT	NO	883		1078
$11,368	6 YRS	8	$298	12	$350	12	$374	FULL CREDIT	NO	231		1079
$11,270	DOC.	11	$351	11	$366	11	$376	STEP 5	B.A. MIN. = 1.00	418	4	1080
$11,772	DOC.	11	$371	11	$417	11	$425	FULL CREDIT	B.A. MIN. = 1.00	354		1081
$12,875	DOC.	8	$298	11	$356	12	$368	FULL CREDIT	NO	1,321	8	1082
$11,547	M.A.	12	$353	12	$371	...	...	STEP 6	NO	262		1083
$11,904	DOC.	9	$420	10	$422	...	...	STEP 8	B.A. MIN. = 1.00	361	3, 4	1084
$ 9,250	M.A.	15	$147	15	$147	...	...	STEP 13	NO	306		1085
$10,884	M.A.	16	$218	16	$218	...	...	FULL CREDIT	NO	473		1086
$18,196	DOC.	13	$436	15	$463	16	$462	STEP 11	B.A. MIN. = 1.00	830	34	1087
$16,735	DOC.	9	$453	14	$469	14	$470	STEP 10	NO	1,138	4	1088
$ 9,950	M.A.	15	$170	15	$170	...	...	FULL CREDIT	NO	428	4	1089
$ 9,800	M.A.	15	$147	15	$147	...	...	FULL CREDIT	NO	373		1090
$ 9,500	M.A.	14	$143	14	$143	...	...	FULL CREDIT	NO	380	4	1091
$ 9,700	M.A.	15	$147	15	$147	...	...	FULL CREDIT	NO	420	4	1092
$12,949	6 YRS	16	$241	16	$256	16	$272	FULL CREDIT	NO	293	4	1093
$11,250	M.A.	16	$225	16	$225	...	...	STEP 8	NO	1,096		1094
$11,900	M.A.	15	$280	15	$280	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,141		1095
$10,329	M.A.	15	$189	15	$189	...	...	STEP 11	NO	395	4	1096
$17,800	DOC.	12	$483	17	$509	18	$519	STEP 10	NO	5,563		1097
$10,700	M.A.	14	$214	14	$214	...	...	FULL CREDIT	NO	325		1098
$ 9,500	M.A.	16	$125	16	$125	...	...	FULL CREDIT	NO	286		1099
$10,598	M.A.	12	$242	12	$242	...	...	FULL CREDIT	OTHER	321		1100
$ 9,350	M.A.	15	$120	15	$120	...	...	FULL CREDIT	NO	311		1101
$11,800	M.A.	16	$250	16	$256	...	...	STEP 15	NO	1,568		1102
$10,400	M.A.	16	$194	16	$194	...	...	FULL CREDIT	NO	402		1103
$12,000	M.A.	15	$287	15	$287	...	...	FULL CREDIT	NO	1,729		1104
$10,250	M.A.	17	$162	17	$162	...	...	FULL CREDIT	NO	534	4	1105
$11,400	M.A.	13	$269	13	$292	...	...	FULL CREDIT	NO	391	4	1106
$11,765	DOC.	12	$251	12	$251	12	$251	STEP 12	NO	573	6	1107

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
VIRGINIA (CONTINUED)						
1108 MECKLENBURG CO., BOYDTON (6,824)	$6,500	$ 8,580	$7,000	$ 9,080	$ ...	$ ...
1109 MONTGOMERY CO., CHRISTIANSBURG (8,298)	6,800	9,350	7,600	10,150	...	...
1110 NANSEMOND CO. (EXCL. SUFFOLK) (9,535)	6,700	8,710	7,370	9,380	...	...
1111 NEWPORT NEWS (31,544)	7,000	10,600	7,600	11,200	8,000	11,600
1112 NORFOLK (55,404)	7,000	10,640	7,700	11,340	8,050	11,690
1113 PETERSBURG (8,431)	7,000	10,070	7,800	10,870	...	...
1114 PITTSYLVANIA CO., CHATHAM (15,103)	6,800	9,100	7,300	9,600	...	...
1115 PORTSMOUTH (27,000)	6,950	10,123 10,450(20 YRS)	7,650	10,823 11,150(20 YRS)	8,350	11,523 11,850(20 YRS)
1116 PRINCE WILLIAM CO., MANASSAS (30,928)	7,350	11,660	8,190	13,900	8,541	14,251
1117 PULASKI CO. (6,996)	6,800	8,950	7,550	9,700	...	...
1118 RICHMOND (48,013)	7,000	11,200	7,800	12,000	...	...
1119 ROANOKE (19,281)	7,000	10,400	7,800	11,200	8,200	11,600
1120 ROANOKE CO. (21,527)	7,000	10,400	7,800	11,200	8,100	11,500
1121 ROCKINGHAM CO. (EXCL. HARRISONBURG) (10,827)	6,800	9,300	7,500	10,000	...	...
1122 RUSSELL CO., LEBANON (6,306)	6,600	8,600	7,300	9,300	...	...
1123 SMYTH (7,199)	6,750	8,750	7,350	9,350	...	...
1124 TAZEWELL CO. (11,350)	6,650	8,750	7,400	9,500	...	...
1125 VIRGINIA BEACH (45,183)	7,000	11,060	7,910	11,970	...	...
1126 WASHINGTON CO., ABINGDON (10,050)	6,545	8,533	7,045	9,033	...	...
1127 WISE CO. (9,440)	6,700	8,500	7,200	9,000	...	...
1128 YORK CO., YORKTOWN (7,912)	7,000	10,654	7,750	11,404	...	...
WASHINGTON						
1129 AUBURN (8,367)	7,000	8,400	8,100	11,565	8,800	13,350
1130 BELLEVUE (23,814)	7,050	10,364	8,460	13,395	9,165	15,299
1131 BELLINGHAM (8,957)	6,950	9,174	7,923	12,927	8,340	13,414
1132 BREMERTON (8,923)	7,000	8,450	8,142	12,130	8,792	13,143
1133 CENTRAL VALLEY DIST. 356, SPOKANE (9,234)	6,800	9,000	7,915	10,965	9,015	13,035
1134 CLOVER PARK (15,852)	6,850	10,055	8,015	11,875	8,840	13,470
1135 EDMONDS DIST. 15, LYNNWOOD (28,407)	6,900	9,522	7,314 8,556(3)	11,661	7,314 9,384(3)	13,869
1136 EVERETT (13,457)	7,050	10,928	8,038	13,078	8,672	13,713
1137 FEDERAL WAY (15,896)	6,854	9,419	7,668	11,008	8,139	13,413
1138 FRANKLIN PIERCE DIST., TACOMA (8,500)	6,936	9,920	8,176	11,822	9,017	12,995
1139 HIGHLINE DIST., SEATTLE (29,054)	6,890	8,465	8,115	10,320	8,940	11,255
1140 ISSAQUAH (7,617)	7,100	9,329	8,925	13,526	9,535	14,200
1141 KENNEWICK (7,899)	6,900	7,728	8,142	12,214	8,817	12,889
1142 KENT (13,875)	6,936	9,433	7,800	10,854	8,843	13,351
1143 LONGVIEW (8,755)	6,950	8,827	7,958 8,896(3)	11,398	7,958 9,522(3)	12,962

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	AVE.	MASTER'S NO. 11	AVE.	SIX YEARS NO. 12	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$ 9,080	M.A.	16	$130	16	$130	...	...	FULL CREDIT	NO	333	6	1108
$10,150	M.A.	15	$170	15	$170	...	...	FULL CREDIT	NO	336		1109
$ 9,380	M.A.	14	$144	14	$144	...	...	FULL CREDIT	NO	397	4	1110
$11,600	6 YRS	15	$240	15	$240	15	$240	FULL CREDIT	B.A. MIN. = 1.00	1,473		1111
$12,040	DOC.	10	$364	10	$364	10	$364	STEP 9	NO	2,692		1112
$10,870	M.A.	13	$236	13	$236	...	...	FULL CREDIT	NO	414		1113
$ 9,600	M.A.	16	$144	16	$144	...	...	FULL CREDIT	NO	629	4	1114
$12,230	DOC.	16	$198	16	$198	16	$198	STEP 8	NO	1,200	4	1115
$15,170	DOC.	12	$359	16	$357	16	$357	STEP 11	NO	1,475		1116
$ 9,700	M.A.	15	$143	15	$143	...	...	FULL CREDIT	NO	285	4	1117
$12,900	DOC.	16	$263	16	$263	...	...	STEP 14	NO	2,035		1118
$11,600	6 YRS	12	$283	12	$283	12	$283	FULL CREDIT	B.A. MIN. = 1.00	899		1119
$11,500	6 YRS	12	$283	12	$283	12	$283	FULL CREDIT	NO	974	11	1120
$10,000	M.A.	16	$156	16	$156	...	...	FULL CREDIT	NO	451		1121
$ 9,300	M.A.	14	$143	14	$143	...	...	FULL CREDIT	NO	263	4	1122
$ 9,350	M.A.	15	$133	15	$133	...	...	STEP 13	NO	360	4	1123
$ 9,500	M.A.	15	$140	15	$140	...	...	STEP 13	NO	500		1124
$11,970	M.A.	14	$290	14	$290	...	...	STEP 11	B.A. MIN. = 1.00	1,901		1125
$10,033	DOC.	15	$133	15	$133	...	...	FULL CREDIT	NO	520	4	1126
$ 9,000	M.A.	12	$150	12	$150	...	...	FULL CREDIT	NO	393	4	1127
$11,404	M.A.	17	$215	17	$215	...	...	STEP 12	B.A. MIN. = 1.00	412		1128
$14,450	DOC.	5	$280	11	$315	13	$350	FULL CREDIT	NO	325		1129
$16,004	DOC.	9	$368	11	$449	13	$472	FULL CREDIT	B.A. MIN. = 1.00	1,105		1130
$14,109	DOC.	9	$247	13	$385	13	$390	FULL CREDIT	B.A. MIN. = 1.00	485		1131
$14,807	DOC.	4	$363	11	$363	12	$363	FULL CREDIT	B.A. MIN. = 1.00	301		1132
$13,410	DOC.	8	$275	10	$305	12	$335	FULL CREDIT	NO	403		1133
$14,285	7 YRS	11	$291	12	$322	13	$356	FULL CREDIT	B.A. MIN. = 1.00	571		1134
$14,283	DOC.	11	$238	11	$395	15	$437	FULL CREDIT	NO	1,163		1135
$14,488	DOC.	10	$388	13	$388	13	$388	FULL CREDIT	NO	664		1136
$14,096	DOC.	10	$257	12	$278	14	$377	FULL CREDIT	NO	568		1137
$14,270	7 YRS	9	$332	11	$331	12	$332	FULL CREDIT	NO	356	4	1138
$11,730	DOC.	6	$262	8	$276	8	$289	FULL CREDIT	NO	1,088	7	1139
$14,700	DOC.	9	$248	14	$329	14	$333	FULL CREDIT	B.A. MIN. = 1.00	309		1140
$12,889	6 YRS	4	$207	14	$291	14	$291	FULL CREDIT	NO	303		1141
$14,772	DOC.	10	$250	11	$278	13	$347	FULL CREDIT	B.A. MIN. = 1.00	522		1142
$13,587	6 YRS +	6	$313	10	$344	13	$385	FULL CREDIT	NO	332	6	1143

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	WASHINGTON (CONTINUED)						
1144	NORTHSHORE, BOTHELL (10,167)	$7,140	$ 9,710	$8,282	$11,995	$ 8,853	$13,352
1145	NORTH THURSTON, LACEY (6,747)	7,100	9,940	8,520	12,425	9,230	13,135
1146	OLYMPIA (7,444)	7,000	9,800	8,400	11,900	9,100	13,300
1147	PUYALLUP (10,633)	6,640	8,234	7,835	10,823	8,764	12,749
1148	RENTON (16,173)	6,800	10,472	7,888	12,376	8,568	13,736
1149	RICHLAND (8,140)	6,850	8,390 9,140(MERIT)	7,900	12,180 12,930(MERIT)	8,575	12,855 13,605(MERIT)
1150	SEATTLE (84,669)	7,328	8,173	7,925	11,643	8,071	13,739
1151	SHORELINE, SEATTLE (17,114)	6,725	7,343	7,729	11,145	8,253	13,425
1152	SPOKANE (35,199)	6,840	8,584	7,921	10,999	8,947	13,188
1153	TACOMA (37,049)	6,980	10,470 10,819(20 YRS)	8,376	12,564 12,913(20 YRS)	9,074	13,611 13,960(20 YRS)
1154	VANCOUVER (16,369)	6,750	9,450	8,100	12,825	8,775	14,175
1155	WALLA WALLA (6,826)	6,675	9,078	7,620	11,385	8,279	12,921
1156	YAKIMA (13,227)	6,800	7,800 9,267(MERIT)	7,300	9,300 12,470(MERIT)	7,500	9,500 13,150(MERIT)
	WEST VIRGINIA						
1157	BERKELEY CO., MARTINSBURG (8,217)	7,100	8,776	7,652	9,716	8,189	10,640
1158	BROOKE CO., WELLSBURG (6,288)	7,123	9,352	7,661	10,349	8,198	11,345
1159	CABELL CO., HUNTINGTON (20,942)	6,640	8,580	7,310	9,710	7,850	10,630
1160	FAYETTE CO., FAYETTEVILLE (13,100)	6,719	8,396	7,257	9,321	7,794	10,245
1161	GREENBRIER CO., LEWISBURG (8,100)	6,032	7,659	6,554	8,556	7,075	9,452
1162	HANCOCK CO., NEW CUMBERLAND (8,605)	7,532	10,546	8,086	11,323	8,641	12,277
1163	HARRISON CO., CLARKSBURG (14,918)	6,819	8,496	7,357	9,421	7,894	10,345
1164	KANAWHA CO., CHARLESTON (54,028)	7,400	9,531	7,937	10,716	8,474	11,745
1165	LOGAN CO. (13,360)	6,719	8,396	7,357	9,421	7,894	10,345
1166	MCDOWELL CO., WELCH (15,212)	6,770	8,446	7,308	9,372	7,844	10,296
1167	MARION CO., FAIRMONT (11,842)	6,719	8,396	7,257	9,321	7,794	10,245
1168	MARSHALL CO., MOUNDSVILLE (7,417)	7,469	9,828	8,217	11,121	8,894	12,185
1169	MASON CO., POINT PLEASANT (6,190)	6,819	8,496	7,407	9,471	7,944	10,395
1170	MERCER CO., PRINCETON (14,460)	6,549	8,226	7,137	9,201	7,674	10,125
1171	MONONGALIA CO., MORGANTOWN (10,619)	6,774	8,801	7,332	9,996	7,869	11,020
1172	NICHOLAS CO., SUMMERSVILLE (6,000)	6,319	7,996	6,857	... 8,921(MERIT)	... 7,394(0)	9,845
1173	OHIO CO., WHEELING (9,788)	7,369	9,666	7,907	10,681	8,444	11,695
1174	PRESTON CO., KINGWOOD (6,306)	6,399	8,076	6,987	9,051	7,524	9,975
1175	PUTNAM CO., WINFIELD (7,051)	6,719	8,646	7,257	9,691	7,794	10,735
1176	RALEIGH CO., BECKLEY (17,118)	6,719	8,396	7,257	9,321	7,794	10,245
1177	WAYNE CO. (10,670)	6,419	8,096	7,057	9,121	7,594	10,045
1178	WOOD CO., PARKERSBURG (20,021)	7,219	9,156	7,757	10,111	8,294	11,065

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT 8	PREPARATION LEVEL 9	NO. 10	AVE.	NO. 11	AVE.	NO. 12	AVE.	B.A. SCALE 13	14	15	16	
$14,922	DOC.	10	$257	11	$338	13	$346	FULL CREDIT	B.A. MIN. = 1.00	396		1144
$13,135	6 YRS	8	$355	11	$355	11	$355	FULL CREDIT	B.A. MIN. = 1.00	340		1145
$13,900	DOC.	8	$350	10	$350	12	$350	FULL CREDIT	NO	296		1146
$13,147	DOC.	6	$266	9	$332	10	$399	FULL CREDIT	B.A. MIN. = 1.00	441		1147
$15,164	DOC.	11	$334	13	$345	15	$345	FULL CREDIT	NO	753		1148
$13,530	7 YRS	7	$220	14	$306	14	$306	FULL CREDIT	NO	337	3, 4	1149
$15,014	DOC.	5	$169	11	$338	13	$436	FULL CREDIT	NO	3,957		1150
$14,450	DOC.	6	$103	12	$285	13	$398	FULL CREDIT	NO	690	3	1151
$13,584	DOC.	6	$291	10	$308	12	$353	FULL CREDIT	NO	1,669		1152
$14,309	DOC.	10	$349	12	$349	13	$349	FULL CREDIT	NO	1,599		1153
$14,175	6 YRS	8	$338	10	$473	10	$540	FULL CREDIT	B.A. MIN. = 1.00	712		1154
$13,390	DOC.	9	$267	12	$314	13	$357	FULL CREDIT	NO	281		1155
$10,180	DOC.	5	$200	10	$200	10	$200	FULL CREDIT	B.A. MIN. = 1.00	502		1156
$10,914	DOC.	13	$129	16	$129	19	$129	FULL CREDIT	NO	349		1157
$11,614	DOC.	13	$171	15	$179	19	$166	FULL CREDIT	NO	260		1158
$10,630	6 YRS	13	$149	16	$150	19	$146	FULL CREDIT	NO	936		1159
$10,514	M.A.	13	$129	16	$129	19	$129	FULL CREDIT	NO	646		1160
$ 9,452	6 YRS	13	$125	16	$125	19	$125	STEP 7	NO	375	4	1161
$12,277	6 YRS	16	$188	16	$202	19	$191	FULL CREDIT	NO	425		1162
$10,614	DOC.	13	$129	16	$129	19	$129	FULL CREDIT	NO	592		1163
$12,014	DOC.	13	$164	16	$174	19	$172	FULL CREDIT	NO	2,432		1164
$10,345	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	592	4	1165
$10,564	DOC.	13	$129	16	$129	19	$129	FULL CREDIT	NO	669	4	1166
$10,245	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	555		1167
$12,185	6 YRS	13	$181	16	$182	19	$173	FULL CREDIT	B.A. MIN. = 1.00	327	4	1168
$10,395	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	271		1169
$10,125	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	535		1170
$11,020	6 YRS	13	$156	16	$166	19	$166	STEP 7	NO	460		1171
$ 9,845	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	256	4	1172
$11,964	DOC.	13	$177	16	$173	19	$171	FULL CREDIT	NO	476		1173
$10,244	DOC.	13	$129	16	$129	19	$129	STEP 7	NO	270		1174
$11,049	DOC.	13	$148	16	$152	19	$155	FULL CREDIT	NO	294		1175
$10,245	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	787		1176
$10,045	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	535		1177
$11,065	6 YRS	13	$149	16	$147	19	$146	FULL CREDIT	NO	796		1178

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
WEST VIRGINIA (CONTINUED)						
1179 WYOMING CO., PINEVILLE (9,212)	$6,849	$ 8,526	$7,537	$ 9,601	$ 8,074	$10,525
WISCONSIN						
1180 APPLETON (14,258)	7,600	11,400	8,512	13,449	...	...
1181 EAU CLAIRE (10,815)	7,450	10,728	8,050	13,180	8,530	13,975
1182 FOND DU LAC (8,633)	7,100	10,295 10,651(25 YRS)	7,952	12,326 12,682(25 YRS)	...	...
1183 GREEN BAY (23,091)	7,500	12,000	8,100	13,500	8,550	13,950
1184 JANESVILLE (13,500)	7,350	10,190	8,265	12,525	8,965	13,580
1185 KENOSHA (22,213)	7,500	11,556	8,250	13,073	8,700	14,140
1186 MANITOWUC (7,814)	7,500	11,700	8,250	13,350	9,000	15,000
1187 MENOMONEE FALLS (8,274)	7,750	11,775	8,450	14,100	8,850	14,500
1188 MILWAUKEE (136,318)	8,300	13,210	8,654	13,857	9,008	14,506
1189 NEENAH (7,666)	7,450	11,483	8,195	13,402 13,730(15 YRS)	8,940	14,619 14,977(15 YRS)
1190 OSHKOSH (11,257)	7,500	11,400	8,625	13,450	9,562	14,910
1191 SHEBOYGAN (11,456)	7,450	11,622	8,195	12,787	8,940	13,952
1192 WAUSAU (10,089)	7,350	10,364	8,085	12,730	8,685	13,330
1193 WAUWATOSA (10,810)	7,700	12,100	8,400	14,125	9,000	15,675
1194 WEST ALLIS (14,209)	7,900	12,324 12,612(25 YRS)	8,453	13,825 14,425(25 YRS)	8,769	14,615 15,215(25 YRS)
1195 WISCONSIN RAPIDS (7,588)	7,300	10,366	8,176	12,836	...	...
WYOMING						
1196 CASPER (13,889)	6,960	10,440	7,656	11,832	8,352	13,224
1197 CHEYENNE (13,900)	6,800	9,928	7,548	11,458	8,024	12,716

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$10,525	6 YRS	13	$129	16	$129	19	$129	FULL CREDIT	NO	376	4	1179
$14,130	M. A. +	12	$317	14	$353	...	...	FULL CREDIT	B.A. MIN. = 1.00	614	1	1180
$15,093	DOC.	10	$328	14	$366	14	$389	FULL CREDIT	NO	464	1	1181
$12,986	M. A. +	9	$355	10	$437	...	...	FULL CREDIT	NO	399	3	1182
$13,950	6 YRS	11	$409	11	$491	11	$491	STEP 9	B.A. MIN. = 1.00	1,035	1, 5	1183
$13,580	6 YRS	8	$355	12	$355	13	$355	STEP 9	NO	604	6	1184
$14,140	6 YRS	12	$338	13	$371	13	$418	STEP 10	B.A. MIN. = 1.00	1,014	3	1185
$15,000	6 YRS	11	$382	13	$392	15	$401	STEP 6	B.A. MIN. = 1.00	321	3	1186
$14,500	6 YRS	11	$366	12	$471	12	$471	FULL CREDIT	NO	434		1187
$15,152	7 YRS	12	$415	12	$433	12	$450	STEP 6	NO	5,140	4	1188
$14,985	DOC.	13	$310	15	$347	15	$379	STEP 9	B.A. MIN. = 1.00	354	1	1189
$14,910	6 YRS	13	$300	14	$345	14	$382	FULL CREDIT	B.A. MIN. = 1.00	258	1, 6	1190
$13,952	6 YRS	14	$298	14	$328	14	$358	FULL CREDIT	B.A. MIN. = 1.00	554	1	1191
$13,330	6 YRS	9	$335	12	$387	12	$387	FULL CREDIT	NO	494	1, 5	1192
$16,450	DOC.	11	$400	13	$440	15	$445	STEP 5	NO	583	6	1193
$14,615	6 YRS	9	$492	11	$488	11	$531	STEP 6	B.A. MIN. = 1.00	740	2	1194
$12,836	M.A.	10	$307	13	$358	...	...	FULL CREDIT	B.A. MIN. = 1.00	300	1	1195
$13,224	6 YRS	10	$348	12	$348	14	$348	STEP 10	B.A. MIN. = 1.00	646		1196
$13,396	DOC.	8	$391	10	$391	12	$391	STEP 6	B.A. MIN. = 1.00	632	4	1197

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
ALABAMA						
1 MOUNTAIN BROOK (4,479)	$6,250	$ 8,268	$7,208	$ 9,234	$ 7,508	$ 9,534
CALIFORNIA						
2 ARCADIA (10,148)	7,400	10,696	8,027	12,484	8,848	13,761
3 BEVERLY HILLS (5,530)	8,009	13,854	9,690	15,535 16,535(16 YRS)	11,511	17,297 18,797(22 YRS)
4 COVINA-VALLEY, COVINA (16,834)	7,275	10,760 11,570(25 YRS)	8,439	13,034 13,994(25 YRS)	9,020	14,550 15,600(25 YRS)
5 CUPERTINO (ELEM.) (23,185)	7,240	8,420	8,140 9,410(3)	13,500	8,140 10,760(4)	15,270
6 DOWNEY (18,114)	7,253	10,475 11,375(28 YRS)	8,100	12,247 13,147(28 YRS)	8,996	14,012 14,912(28 YRS)
7 EAST WHITTIER (ELEM.) (10,826)	7,140	9,790	8,040	12,390 13,640(25 YRS)	8,360	14,510 15,760(25 YRS)
8 HILLSBOROUGH (ELEM.) (1,341)	7,500	10,500	8,850	13,350	8,850 11,350(4)	15,350 16,350(MERIT)
9 LA CANADA (4,864)	7,560	10,670	8,660	13,300	9,400	14,960
10 LAFAYETTE (ELEM.) (3,966)	6,666	8,746	7,534 8,370(2)	12,248	7,534 10,186(4)	14,054
11 LOS ALTOS (ELEM.) (5,251)	7,471	9,805	8,604	12,808	8,604 10,473(3)	14,675
12 MANHATTAN BEACH (ELEM.) (4,777)	7,437	9,323 10,266(19 YRS)	9,009	13,502 14,728(19 YRS)	10,056	15,817 17,389(19 YRS)
13 MENLO PARK (ELEM.) (1,785)	7,472	9,117	10,087	14,020	10,087 12,858(4)	15,589
14 MILL VALLEY (ELEM.) (3,464)	7,155	9,837	8,496	13,191	8,496 12,744(6)	14,979
15 MOUNTAIN VIEW-LOS ALTOS(H.S.) (5,232)	7,390	8,640	8,915	14,535	9,795	16,565
16 ORINDA (ELEM.) (3,190)	6,800	8,575	7,795 9,335(3)	13,005	7,795 11,080(5)	14,685
17 PALO ALTO (14,658)	7,715	11,125	8,945	13,550 14,420(15 YRS)	9,880	15,600 16,470(15 YRS)
18 PALO VERDE, BLYTHE (4,051)	6,700	8,520	7,850	10,710	...	...
19 PIEDMONT (2,603)	7,200	10,175	8,050	11,875	8,050 10,600(4)	14,425 15,625(25 YRS)
20 SAN CARLOS (ELEM.) (3,173)	7,721	11,771	9,071	14,921	9,071 10,871(3)	15,821
21 SAN MARINO (3,538)	7,375	10,705 12,045(29 YRS)	8,285	12,510 14,070(29 YRS)	9,310	14,610 16,435(29 YRS)
22 SAN MATEO (H.S.) (11,936)	7,975	10,135	9,590	14,450	10,670	16,610
23 SOUTH PASADENA (3,916)	7,561	10,466 10,766(25 YRS)	8,377	13,098 13,398(25 YRS)	9,452	14,469 14,769(25 YRS)
24 WALNUT CREEK (ELEM.) (3,978)	7,729	10,813 11,313(16 YRS)	8,927	12,893 13,393(16 YRS)	9,927	14,772 15,272(16 YRS)
25 WEST COVINA (13,487)	7,235	9,063	7,808	13,199	8,645	14,470
CONNECTICUT						
26 GREENWICH (11,038)	8,350	13,350	9,350	15,850 16,250(20 YRS)	10,350 12,550(6)	17,350 17,750(21 YRS)
27 WEST HARTFORD (13,170)	8,300	12,200	8,950	15,350	9,575	16,625
28 WETHERSFIELD (6,046)	7,350	10,900	7,850	12,950	8,400	13,950
ILLINOIS						
29 DEERFIELD (ELEM) (2,352)	7,400	10,500	8,100	13,600	8,300 12,500(9)	16,075
30 DOWNERS GROVE (ELEM.) (6,272)	7,920	10,771 11,563(MERIT)	8,554	15,048 15,840(MERIT)	9,266	16,315 17,107(MERIT)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
AMOUNT	PREPARATION LEVEL	BACHELOR'S		MASTER'S		SIX YEARS						
		NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$ 9,534	6 YRS	11	$183	11	$184	11	$184	FULL CREDIT	NO	210	3	1
$15,605	DOC.	10	$330	12	$371	12	$409	STEP 7	NO	410	3	2
$18,178	6 YRS +	9	$649	9	$649	9	$643	STEP 6	NO	359		3
$15,200	DOC.	9	$387	10	$460	11	$503	STEP 6	NO	624	3	4
$15,270	6 YRS	6	$197	9	$596	10	$713	STEP 6	NO	888	3	5
$14,643	6 YRS +	9	$358	11	$377	12	$418	STEP 5	NO	718	4	6
$15,010	DOC.	8	$331	11	$395	14	$439	STEP 6	NO	369		7
$15,850	6 YRS +	6	$500	9	$500	11	$591	STEP 7	NO	74		8
$16,100	6 YRS +	9	$346	14	$331	14	$397	STEP 6	B.A. MIN. = 1.00	208		9
$14,054	6 YRS	5	$417	10	$471	12	$543	STEP 5	NO	171	3	10
$15,143	6 YRS +	5	$467	9	$467	11	$552	FULL CREDIT	NO	200		11
$15,817	6 YRS	6	$314	11	$408	11	$524	FULL CREDIT	NO	195		12
$16,481	DOC.	4	$411	9	$437	9	$611	FULL CREDIT	B.A. MIN. = 1.00	101		13
$14,979	6 YRS	10	$268	10	$470	10	$648	STEP 6	NO	142	3	14
$17,460	DOC.	4	$312	9	$624	11	$615	FULL CREDIT	NO	279		15
$14,685	6 YRS	6	$296	12	$434	12	$574	FULL CREDIT	NO	139	3	16
$17,040	DOC.	8	$426	9	$512	10	$572	FULL CREDIT	M.A. MIN. = 1.00	729		17
$12,750	DOC.	7	$260	11	$260	...	...	STEP 6	NO	141	4	18
$14,425	6 YRS	12	$248	12	$319	12	$531	FULL CREDIT	NO	112		19
$15,821	6 YRS	8	$506	12	$488	12	$563	FULL CREDIT	NO	151		20
$15,490	6 YRS +	10	$333	11	$384	12	$442	STEP 6	NO	155	7	21
$17,150	6 YRS +	4	$540	9	$540	11	$540	FULL CREDIT	NO	596		22
$15,183	6 YRS +	9	$323	13	$363	13	$386	STEP 6	NO	180	2, 4	23
$15,273	6 YRS +	7	$441	9	$441	11	$441	STEP 6	NO	173		24
$14,470	6 YRS	5	$366	11	$490	11	$530	FULL CREDIT	NO	502		25
$18,100	DOC.	10	$500	13	$500	14	$500	FULL CREDIT	NO	535		26
$17,775	DOC.	10	$390	14	$457	15	$470	FULL CREDIT	NO	718		27
$13,950	6 YRS	13	$273	13	$392	13	$427	FULL CREDIT	NO	327	3	28
$16,075	6 YRS	12	$258	18	$306	20	$388	STEP 8	NO	144	21	29
$16,315	6 YRS	14	$204	21	$309	23	$306	STEP 11	NO	278	5, 7	30

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
ILLINOIS (CONTINUED)						
31 DOWNERS GROVE (H.S.) (4,730)	$8,200	$11,152 11,972(MERIT)	$9,430	$15,580 16,400(MERIT)	$10,086	$16,892 17,712(MERIT)
32 GLENBARD, GLEN ELLYN (H.S.) (7,020)	8,475	11,949 12,967(29 YRS)	9,322	16,441 17,713(29 YRS)	9,322 10,763(3)	17,034 17,882(29 YRS)
33 GLENBROOK DIST., GLENVIEW (HS) (4,316)	8,500	10,900	9,620	18,030	10,420	18,830
34 GLENCOE (ELEM.) (1,936)	7,750	12,500 13,550(MERIT)	8,250	13,000 15,000(MERIT)	8,700	13,450 15,450(MERIT)
35 HIGHLAND PARK DIST.107 (ELEM.) (1,353)	7,900	15,721	8,690	16,511	9,480	18,249
36 HIGHLAND PARK DIST. 108 (ELEM.) (3,349)	7,865	12,269	8,258	14,550	8,651	15,730
37 HIGHLAND PARK-DEERFIELD, HIGHLAND PARK (H.S.) (5,113)	8,500	11,355	9,200	16,900	9,900	18,440
38 HINSDALE (ELEM.) (3,459)	8,100	12,692	9,315	18,286	9,315	19,288
39 HINSDALE TWP. (H.S.) (3,990)	8,500	12,920	9,775	18,615	9,775 11,390(3)	19,635
40 HOMEWOOD-FLOSSMOOR (H.S.) (3,603)	8,375	11,450	9,325	15,225	10,125	17,050
41 MAINE TWP. PARK RIDGE (H.S.) (11,300)	8,000	11,995	8,650	15,400	9,350	16,600
42 MORTON GROVE DIST. =67 (ELEM.) (1,352)	7,900	11,613	9,085	15,247 15,958(27 YRS)	9,875	16,037 16,748(27 YRS)
43 MORTON GROVE DIST. 70 (ELEM.) (1,468)	8,000	10,600	8,700	13,200	...	...
44 NILES TWP., SKOKIE (H.S.) (7,963)	8,360	10,904	9,300	16,126	10,032	16,857
45 NORTHBROOK DIST. 28 (ELEM.) (3,002)	7,650	11,250	8,300	14,150	...	...
46 OAK PARK-RIVER FOREST (H.S.) (4,269)	8,500	11,800	9,200	16,800	9,700	18,800
47 PARK RIDGE (ELEM.) (6,578)	7,600	12,160	8,588	13,452	9,728	14,592
48 RICH TWP. PARK FOREST (H.S.) (4,026)	8,450	11,325	9,150	15,225	9,550	16,375
49 RIVERSIDE (ELEM.) (1,527)	8,000	10,880	8,720	14,000	9,280	15,040
50 RIVERSIDE-BROOKFIELD (H.S.) (1,970)	8,300	10,900	9,000	15,400	9,700	16,100
51 SKOKIE DIST. 69 (ELEM.) (2,238)	7,630	10,519 10,569(15 YRS)	8,393	14,824 14,874(15 YRS)	...	...
52 WILMETTE (ELEM.) (5,108)	7,600	12,827 16,360(36 YRS)	8,360	14,460 17,631(36 YRS)	9,196	15,296 18,467(36 YRS)
53 WINNETKA (ELEM) (2,375)	7,900	12,050	8,600	15,450	...	...
INDIANA						
54 MUNSTER (4,297)	7,500	11,200	8,045	13,295 14,175(25 YRS)	8,045 9,790(6)	14,175 14,745(25 YRS)
MASSACHUSETTS						
55 BELMONT (4,895)	7,525	12,470 13,470(MERIT)	8,070	13,895 14,895(MERIT)	8,540	14,575 15,575(MERIT)
56 NEEDHAM (7,572)	7,500	12,350 13,850(MERIT)	8,100	13,175 14,825(MERIT)	8,700	13,975 15,625(MERI.)
57 WELLESLEY (6,140)	7,700	12,450	8,250	13,725	8,550	14,785
58 WINCHESTER (5,500)	7,800	11,934	8,350	13,945	8,750	15,225
MICHIGAN						
59 DEARBORN (20,884)	8,250	13,375	9,000	15,200	9,450	15,650

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT	MAXIMUM SALARY SCHEDULED PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S		MASTER'S		SIX YEARS		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$17,794	7 YRS	14	$211	21	$293	23	$296	STEP 11	NO	265	7	31
$17,373	6 YRS +	11	$316	14	$509	14	$551	STEP 10	B.A. MIN. = 1.00	385		32
$19,230	6 YRS +	6	$400	19	$443	19	$443	STEP 7	NO	274	4	33
$13,450	6 YRS	14	$339	14	$339	14	$339	FULL CREDIT	NO	119	4, 6	34
$18,644	DOC.	17	$460	17	$460	19	$462	STEP 12	B.A. MIN. = 1.00	71		35
$15,730	6 YRS	13	$339	15	$419	15	$472	STEP 11	B.A. MIN. = 1.00	207		36
$19,595	DOC.	6	$476	12	$642	12	$712	FULL CREDIT	NO	269	6	37
$19,288	6 YRS	11	$417	34	$264	34	$293	STEP 7	NO	204		38
$19,635	6 YRS	11	$402	34	$260	34	$290	STEP 11	NO	243		39
$19,060	DOC.	9	$342	14	$421	16	$433	FULL CREDIT	NO	170		40
$17,800	DOC.	15	$266	15	$450	17	$426	STEP 10	NO	726	3, 6	41
$16,037	6 YRS	12	$309	16	$385	16	$385	STEP 6	B.A. MIN. = 1.00	62		42
$13,200	M.A.	11	$236	15	$300	...	...	FULL CREDIT	NO	74	6,15	43
$19,263	DOC.	7	$363	15	$455	17	$401	FULL CREDIT	NO	525		44
$14,150	M.A.	13	$277	17	$344	...	...	STEP 10	NO	174		45
$19,400	DOC.	9	$367	16	$475	19	$479	STEP 9	NO	246		46
$16,112	7 YRS	17	$268	17	$286	17	$286	STEP 12	B.A. MIN. = 1.00	304		47
$17,525	DOC.	9	$319	15	$405	15	$455	STEP 9	NO	187		48
$15,040	6 YRS	10	$288	17	$311	18	$320	FULL CREDIT	B.A. MIN. = 1.00	84		49
$16,450	6 YRS +	8	$325	16	$400	16	$400	FULL CREDIT	NO	98		50
$15,805	M. A. +	10	$289	17	$378	...	...	STEP 5	NO	121	3, 4, 6	51
$16,132	7 YRS	13	$402	15	$407	15	$407	FULL CREDIT	NO	243		52
$17,950	DOC.	12	$346	16	$428	...	...	STEP 8	NO	155		53
$14,175	6 YRS	14	$264	17	$309	17	$360	STEP 9	NO	176	1	54
$15,375	DOC.	13	$380	14	$416	14	$431	FULL CREDIT	NO	210		55
$14,575	DOC.	11	$441	11	$461	11	$480	STEP 11	NO	475	6	56
$14,785	6 YRS	11	$432	11	$498	11	$567	STEP 10	NO	343	8	57
5,225	6 YRS	11	$376	13	$430	14	$463	FULL CREDIT	B.A. MIN. = 1.00	250	4	58
$16,700	DOC.	9	$569	10	$620	10	$620	STEP 5	NO	1,159	3	59

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	MINIMUM AND MAXIMUM SALARIES BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2	BACHELOR'S DEGREE (OR 4 YEARS) MAXIMUM 3	MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4	MASTER'S DEGREE (OR 5 YEARS) MAXIMUM 5	SIX YEARS (M.A. PLUS 30) MINIMUM 6	SIX YEARS (M.A. PLUS 30) MAXIMUM 7
MICHIGAN (CONTINUED)						
60 GROSSE POINTE (13,287)	$8,700	$14,320 15,016(23 YRS)	$0,000	$16,330 17,026(23 YRS)	$10,627	$16,957 17,653(23 YRS)
61 LIVONIA (38,237)	8,240	13,678	9,064	15,656	9,364	15,956
62 OAK PARK (5,524)	8,700	13,900 14,900(19 YRS)	9,400	15,900 16,900(19 YRS)	9,850	16,350 17,350(19 YRS)
63 SOUTHFIELD (16,257)	8,464	13,648	8,993	16,300	9,522	16,822
MINNESOTA						
64 GOLDEN VALLEY (1,650)	7,650	11,963 12,463(20 YRS)	8,762	15,883 16,383(20 YRS)	9,376	17,112 17,612(20 YRS)
65 MINNETONKA, EXCELSIOR (8,058)	7,700	10,390	8,780	15,860	9,605	16,760
66 ROSEVILLE (13,008)	7,675	10,438	8,903	15,811	9,364	16,271
MISSOURI						
67 CLAYTON (2,392)	7,200	12,168	8,280	14,256	8,856	15,840
68 KIRKWOOD (9,277)	6,800	10,675	7,820	13,532	8,364	14,076
69 UNIVERSITY CITY (7,585)	7,150	12,870	7,865	14,157	8,223	14,801
70 WEBSTER GROVES (8,0[illegible]7)	7,100	10,675	7,700	13,100	8,400	14,200
NEW JERSEY						
71 CHATHAM (1,992)	8,300	12,500	9,000	14,900	9,700	16,300
72 CHERRY HILL (17,600)	7,700	13,175	8,400	13,900	9,100	14,600
73 CRANFORD (6,459)	8,050	13,400 13,700(20 YRS)	8,750	14,900 15,200(20 YRS)	9,250	15,925 16,225(20 YRS)
74 CRESSKILL (1,958)	8,500	13,200 13,700(35 YRS)	9,500	15,600 16,300(35 YRS)	9,500	16,000 16,700(35 YRS)
75 EMERSON (1,910)	8,100	13,610 13,910(20 YRS)	8,695	14,810 15,110(20 YRS)	9,435	16,250 16,550(20 YRS)
76 FAIR LAWN (7,397)	8,300	14,600	9,200	15,500	10,300	16,600
77 GLEN RIDGE (2,182)	8,400	1[illegible],000	9,200	14,800	9,800	16,200
78 GLEN ROCK (3,042)	8,250	13,515	9,045	15,415	9,910	16,960
79 HADDONFIELD (2,763)	7,500	12,300 12,600(27 YRS)	8,150	12,950 13,250(27 YRS)	8,550	13,350 13,650(27 YRS)
80 HILLSDALE (ELEM.) (1,686)	8,200	13,320	9,200	14,750	10,200	16,220
81 LEONIA (1,697)	8,200	13,700	9,100	14,850	10,000	16,000
82 LIVINGSTON (8,223)	8,230	13,100	9,430	14,825	10,230	16,100
83 MADISON TWP., MATAWAN (12,641)	8,100	13,060	8,900	14,185	9,400	15,080
84 MAYWOOD (ELEM.) (1,261)	8,200	13,940	9,430	15,170	10,660	16,400
85 MERCHANTVILLE (1,166)	7,350	12,342 12,642(18 YRS)	7,950	13,673 13,973(18 YRS)	8,350	14,399 14,699(18 YRS)
86 MILLBURN (4,384)	8,400	13,900	9,200	15,300	10,000	16,950
87 MONTCLAIR (7,724)	8,400	12,400	9,100	15,300	10,000	16,750
88 MOUNTAIN LAKES (1,830)	8,350	12,800	9,050	14,800	9,700	16,250
89 MOUNTAINSIDE (ELEM.) (1,250)	8,000	13,900 14,200(20 YRS)	9,000	14,900 15,200(20 YRS)	10,000	15,900 16,200(20 YRS)
90 NEW PROVIDENCE (3,840)	8,050	12,920	9,325	14,765	10,225	16,015
91 PALISADES PARK (1,824)	8,300	13,200 13,700(40 YRS)	9,100	14,300 14,800(40 YRS)	10,000	15,300 15,800(40 YRS)
92 PARAMUS (7,160)	8,300	13,938	8,947	15,786	9,594	17,099
93 RAMSEY (3,404)	8,200	13,050	9,000	14,850	9,800	17,000
94 RIDGEWOOD (7,443)	8,250	13,740	8,990	15,380	9,820	16,930
95 RIVER EDGE (ELEM.) (1,095)	8,300	13,500	9,300	15,000	10,300	16,000

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO.	AVE.	MASTER'S NO.	AVE.	SIX YEARS NO.	AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
$17,897	DOC.	10	$562	10	$633	10	$633	FULL CREDIT	NO	592	6	60
$16,556	DOC.	9	$604	11	$599	11	$599	STEP 8	B.A. MIN. = 1.00	1,734	5, 8	61
$16,800	DOC.	10	$520	10	$650	10	$650	FULL CREDIT	NO	345		62
$16,622	6 YRS	9	$576	11	$664	11	$664	STEP 5	NO	801		63
$17,112	6 YRS	10	$431	11	$647	11	$703	FULL CREDIT	NO	80	4	64
$18,560	DOC.	7	$384	11	$644	11	$650	FULL CREDIT	NO	373		65
$17,039	DOC.	6	$461	12	$576	12	$576	FULL CREDIT	NO	617		66
$17,420	DOC.	11	$452	13	$460	15	$466	FULL CREDIT	B.A. MIN. = 1.00	177		67
$14,960	DOC.	10	$387	12	$476	12	$476	FULL CREDIT	B.A. MIN. = 1.00	471		68
$15,373	7 YRS	13	$440	13	$484	13	$506	FULL CREDIT	NO	411	7,17	69
$15,200	DOC.	10	$358	13	$415	13	$446	STEP 8	NO	426		70
$16,900	DOC.	13	$323	15	$393	15	$440	FULL CREDIT	NO	125		71
$15,100	DOC.	13	$421	13	$423	13	$423	STEP 7	NO	927	4	72
$16,725	DOC.	15	$357	16	$384	17	$393	FULL CREDIT	NO	349	4	73
$17,200	DOC.	14	$336	14	$436	14	$464	STEP 13	NO	79	6	74
$16,250	6 YRS	13	$424	13	$470	...	...	FULL CREDIT	NO	108		75
$16,600	6 YRS	14	$450	14	$450	14	$450	FULL CREDIT	NO	407	5	76
$16,200	6 YRS	12	$383	14	$400	15	$427	FULL CREDIT	NO	124		77
$16,960	6 YRS	13	$405	14	$455	15	$470	FULL CREDIT	NO	188		78
$13,600	DOC.	13	$369	13	$369	13	$369	STEP 13	NO	160		79
$16,220	6 YRS	13	$394	13	$427	13	$463	FULL CREDIT	NO	85		80
$16,000	6 YRS	14	$393	14	$411	14	$429	FULL CREDIT	NO	97	7	81
$16,900	DOC.	13	$375	14	$385	15	$391	STEP 11	NO	450		82
$15,580	DOC.	13	$382	13	$406	14	$406	STEP 9	NO	671		83
$16,400	6 YRS	14	$410	14	$410	14	$410	FULL CREDIT	B.A. MIN. = 1.00	78		84
$14,399	6 YRS	14	$357	16	$358	16	$378	FULL CREDIT	NO	59		85
$16,950	6 YRS	14	$393	15	$407	17	$409	STEP 9	NO	267	6	86
$17,250	DOC.	13	$308	16	$388	17	$397	FULL CREDIT	NO	401		87
$18,550	DOC.	13	$342	15	$383	16	$409	FULL CREDIT	NO	119		88
$15,900	6 YRS	16	$369	16	$369	16	$369	STEP 15	NO	75		89
$16,790	DOC.	15	$325	15	$363	15	$386	STEP 6	NO	206		90
$15,300	6 YRS	13	$377	13	$400	13	$408	FULL CREDIT	NO	70	4	91
$17,980	DOC.	11	$513	11	$622	11	$682	STEP 9	NO	402		92
$17,775	6 YRS +	13	$373	14	$418	15	$480	FULL CREDIT	NO	210		93
$18,280	DOC.	13	$422	14	$456	14	$508	FULL CREDIT	B.A. MIN. = 1.00	430		94
$16,000	6 YRS	13	$400	14	$407	14	$407	STEP 6	NO	59		95

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

	SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	1	2	3	4	5	6	7
	NEW JERSEY (CONTINUED)						
96	RUTHERFORD (3,127)	$8,200	$13,530 13,830(20 YRS)	$9,220	$14,960 15,260(20 YRS)	$10,040	$16,190 16,490(20 YRS)
97	SCOTCH PLAINS-FANWOOD, SCOTCH PLAINS (7,949)	8,100	11,300 11,850(20 YRS)	9,000	16,000 16,650(20 YRS)	10,000	17,800 18,500(20 YRS)
98	SOUTH ORANGE-MAPLEWOOD, SOUTH ORANGE (7,988)	8,800	13,900	9,800	15,300	10,800	16,600
99	SPRINGFIELD (ELEM.) (1,818)	8,200	14,600	9,000	15,900	9,600	16,500
100	SUMMIT (4,980)	8,300	13,200 15,300(MERIT)	9,100	14,000 16,100(MERIT)	9,600	14,500 16,600(MERIT)
101	TEANECK (8,334)	8,300	12,775	8,950	15,499	9,600	17,286
102	TENAFLY (3,345)	8,802	13,793	9,869	16,094	10,935	17,884
103	VERONA (2,912)	8,250	13,500	9,200	14,950	9,950	16,300
104	WESTFIELD (8,818)	8,100	13,700 14,200(20 YRS)	8,900	14,900 15,400(20 YRS)	9,700	16,100 16,600(20 YRS)
105	WEST ORANGE (8,341)	8,200	12,700	9,100	14,950	9,800	16,225
106	WYCKOFF (ELEM.) (2,878)	8,100	14,300 14,800(20 YRS)	9,100	15,300 15,800(20 YRS)	10,100	16,300 16,800(20 YRS)
	NEW YORK						
107	AMITYVILLE (4,551)	8,565	13,065	9,990	16,740	10,940	17,690
108	ARDSLEY (2,637)	8,400	13,650	9,850	16,450	10,600	17,650
109	BALDWIN (8,990)	8,398	12,543 13,575(25 YRS)	9,567	16,051 17,189(25 YRS)	10,364	16,849 17,986(25 YRS)
110	BRIARCLIFF MANOR (1,330)	8,500	14,025 14,535(18 YRS)	9,435	16,915 17,481(18 YRS)	10,285	17,765 18,382(18 YRS)
111	BRONXVILLE (1,355)	8,937	14,580 17,915(39 YRS)	10,422	17,604 20,426(39 YRS)	11,286	18,468 21,290(39 YRS)
112	BYRAM HILLS, ARMONK (2,294)	8,153	12,048	10,116	15,136	10,116 - 12,092(4)	17,182
113	COPIAGUE (6,298)	7,300	11,715 12,215(20 YRS)	8,375	13,915 14,415(20 YRS)	9,000	14,525 15,025(20 YRS)
114	DIST. 4, EAST PATCHOGUE (4,295)	8,000	13,200	9,200	15,020	10,000	16,360
115	ELWOOD (4,505)	8,560	12,855	10,255	16,205	11,390	17,335
116	FAYETTEVILLE-MANLIUS, MANLIUS (5,495)	7,000	10,600	7,700	13,300	8,300	13,900
117	FLORAL PARK (ELEM.) (1,869)	8,600	14,200 15,200(24 YRS)	10,600	16,700 17,700(24 YRS)	11,200	17,800 18,800(24 YRS)
118	HARRISON (3,662)	8,000	12,400	9,480	15,320	10,560	16,400
119	HASTINGS-ON-HUDSON (2,016)	8,415	12,454	9,425	16,493	10,435	17,503
120	HUNTINGTON (8,466)	8,000	11,275 14,600(19 YRS)	9,200	15,725 16,800(19 YRS)	10,100	16,625 17,700(19 YRS)
121	IRVINGTON (1,844)	8,050	12,100	9,050	15,350	10,000	16,650
122	JERICHO (3,885)	9,000	13,100	10,085	16,556	10,954	17,947
123	LAWRENCE SCHOOLS, CEDARHURST (8,029)	8,800	14,350 15,350(25 YRS)	10,340	17,390 18,325(25 YRS)	10,990	18,205 19,105(25 YRS)
124	MAMARONECK (6,365)	8,700	13,375	10,320	17,180	11,270	18,665
125	MIDDLE COUNTRY, DIST. 11, CENTEREACH (14,106)	8,000	13,600 14,700(30 YRS)	9,000	15,300 16,400(30 YRS)	9,720	16,524 17,624(30 YRS)
126	MINEOLA (4,718)	7,850	13,000 13,580(25 YRS)	9,275	15,500 16,080(25 YRS)	9,800	16,025 16,605(25 YRS)
127	OCEANSIDE (10,394)	8,600	14,650 15,650(25 YRS)	9,900	16,550 17,350(25 YRS)	10,740	17,390 18,190(25 YRS)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	BACHELOR'S AVE.	MASTER'S NO. 11	MASTER'S AVE.	SIX YEARS NO. 12	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$16,190	6 YRS	13	$410	14	$410	15	$410	FULL CREDIT	B.A. MIN. = 1.00	163		96
$19,600	DOC.	10	$320	16	$438	16	$488	FULL CREDIT	NO	426		97
$16,600	6 YRS	14	$364	16	$344	17	$341	STEP 14	NO	395		98
$16,500	6 YRS	16	$400	17	$406	17	$406	STEP 14	NO	110		99
$15,000	DOC.	15	$327	15	$327	15	$327	FULL CREDIT	NO	279		100
$18,460	DOC.	11	$407	14	$468	15	$512	FULL CREDIT	NO	417	4	101
$19,702	DOC.	11	$454	13	$479	14	$496	STEP 11	NO	194		102
$16,950	DOC.	14	$375	15	$383	16	$397	STEP 11	NO	146	6	103
$17,300	DOC.	14	$400	14	$429	14	$457	STEP 11	NO	458		104
$16,925	DOC.	12	$375	14	$418	15	$428	FULL CREDIT	NO	488		105
$16,300	6 YRS	13	$477	13	$477	13	$477	FULL CREDIT	NO	145		106
$19,115	DOC.	12	$375	15	$450	15	$450	STEP 11	NO	267		107
$19,425	DOC.	15	$350	15	$440	15	$470	STEP 13	NO	168		108
$18,177	DOC.	13	$319	13	$499	13	$499	STEP 9	NO	491		109
$19,465	DOC.	14	$395	14	$534	14	$534	FULL CREDIT	NO	86	6	110
$19,764	DOC.	11	$513	14	$513	14	$513	STEP 11	NO	91		111
$19,292	7 YRS	12	$325	12	$418	14	$505	FULL CREDIT	NO	154		112
$15,575	DOC.	14	$315	15	$369	15	$368	FULL CREDIT	NO	330	3	113
$17,700	7 YRS	13	$400	14	$416	15	$424	STEP 9	NO	260		114
$19,995	DOC.	13	$330	13	$458	13	$457	FULL CREDIT	NO	227		115
$14,500	6 YRS	11	$327	13	$431	13	$431	FULL CREDIT	NO	313	6	116
$18,700	DOC.	14	$400	15	$407	16	$413	STEP 10	NO	91		117
$17,840	DOC.	11	$400	14	$417	14	$417	FULL CREDIT	NO	253	3, 4	118
$18,765	DOC.	11	$367	14	$505	14	$505	FULL CREDIT	NO	139	6	119
$18,425	DOC.	9	$364	15	$435	15	$42[illegible]	STEP 11	NO	512	3	120
$17,625	7 YRS	14	$289	14	$450	14	$475	STEP 11	NO	102	3, 6	121
$19,046	DOC.	10	$410	13	$498	14	$500	FULL CREDIT	NO	260		122
$19,190	DOC.	12	$462	14	$504	14	$515	FULL CREDIT	NO	442		123
$20,700	DOC.	11	$425	14	$490	15	$493	FULL CREDIT	NO	391	29	124
$18,360	DOC.	14	$400	14	$450	14	$486	STEP 11	B.A. MIN. = 1.00	665	3	125
$17,050	DOC.	14	$368	14	$445	14	$445	STEP 12	NO	287	3, 4	126
$17,760	DOC.	14	$432	14	$475	14	$475	FULL CREDIT	NO	469		127

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NEW YORK (CONTINUED)						
128 ORCHARD PARK (5,268)	$7,770	$13,054 13,304(30 YRS)	$8,372	$13,656 13,906(30 YRS)	$ 9,042	$15,648 15,898(30 YRS)
129 OYSTER BAY (2,551)	8,103	12,876 13,710(30 YRS)	9,269	15,041 16,040(30 YRS)	10,046	16,107 17,106(30 YRS)
130 PELHAM (3,090)	8,000	12,100 12,600(15 YRS)	9,000	15,000 15,500(15 YRS)	9,700	15,950 16,450(15 YRS)
131 PLEASANTVILLE (1,795)	8,475	14,525	9,475	16,825	10,500	17,850
132 PORT JEFFERSON (2,920)	8,550	14,575	9,791	16,961	10,647	17,818
133 PORT WASHINGTON (6,939)	8,750	12,350 12,550(24 YRS)	9,800	16,538 17,413(24 YRS)	10,675	17,675 18,550(24 YRS)
134 ROSLYN (4,226)	8,665	13,985	10,015	17,250 18,750(30 YRS)	10,880	18,030 19,530(30 YRS)
135 SCARSDALE (5,074)	8,300	14,823	9,153	17,253	10,206	18,306
136 SEAFORD (4,807)	8,580	14,121	9,825	16,011	10,310	16,860
137 THREE VILLAGE DIST. 1, SETAUKET (9,400)	8,650	15,938	9,688	17,754	10,380	18,965
138 WESTBURY (4,412)	8,550	13,355 15,605(44 YRS)	9,807	16,228 18,478(44 YRS)	10,627	17,553 19,803(44 YRS)
139 WHITE PLAINS (8,453)	8,600	13,350 13,700(19 YRS)	9,900	17,500 18,100(19 YRS)	10,800	18,400 19,000(19 YRS)
140 WILLIAMSVILLE (11,177)	7,700	11,704	8,855	15,092 16,016(20 YRS)	9,394	15,631 17,017(20 YRS)
OHIO						
141 BAY VILLAGE (3,384)	6,600	11,128 11,828(30 YRS)	7,260	12,878 13,578(30 YRS)	7,655	13,564 14,264(30 YRS)
142 BEACHWOOD (2,284)	6,950	11,120	7,850	13,345	8,450	13,945
143 BEXLEY (2,643)	6,750	11,340 11,678(17 YRS)	7,425	12,420 13,163(20 YRS)	7,763	12,825 13,500(20 YRS)
144 BRECKSVILLE (4,583)	6,750	11,546	7,560	12,934	8,235	14,086
145 CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS (12,577)	7,100	11,600	7,800	14,200	8,700	15,100
146 FAIRVIEW PARK (3,583)	6,800	11,390	7,380	12,950	7,890	13,845
147 INDEPENDENCE (1,256)	7,300	11,680	8,176	13,870	8,906	14,600
148 INDIAN HILL, CINCINNATI (3,313)	7,200	11,000 11,374(18 YRS)	7,848	13,032 13,392(18 YRS)	8,348	13,532 13,892(18 YRS)
149 MARIEMONT, CINCINNATI (2,260)	6,800	8,976	7,344	12,240 12,648(18 YRS)	8,160	13,056 13,464(18 YRS)
150 OAKWOOD (1,951)	7,050	10,575	8,178	13,466	8,742	14,030
151 OTTAWA (1,076)	7,349	12,199	8,084	13,375	8,672	13,963
152 ROCKY RIVER (3,917)	6,950	12,447	7,645	13,900	8,245	14,500
153 SHAKER HEIGHTS (7,480)	7,200	12,600	7,704	14,400	8,055	14,751
154 SOUTH EUCLID-LYNDHURST, CLEVELAND (8,994)	7,325	12,013	8,058	14,064	8,644	14,650
155 UPPER ARLINGTON (9,010)	6,838	11,297	7,518	13,757	7,818	14,431
156 WESTLAKE (3,517)	6,800	11,900 12,240(MERIT)	8,160	13,260 13,600(MERIT)	9,180	14,280 14,620(MERIT)
157 WORTHINGTON (6,460)	6,775	9,944	7,385	13,466	7,791	14,553
158 WYOMING (2,422)	7,000	12,138	7,499	13,458	...	...
PENNSYLVANIA						
159 CHELTENHAM TWP., ELKINS PARK (6,878)	7,400	11,800	7,900	14,150	8,500	15,900
160 FOX CHAPEL, PITTSBURGH (6,399)	7,500	12,100 13,100(35 YRS)	8,100	12,800 13,800(35 YRS)	8,400	13,100 14,100(35 YRS)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED		INCREMENTS-MINIMUM TO MAXIMUM						MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
		BACHELOR'S		MASTER'S		SIX YEARS						
AMOUNT	PREPARATION LEVEL	NO.	AVE.	NO.	AVE.	NO.	AVE.					
8	9	10		11		12		13	14	15	16	
$16,653	7 YRS	12	$440	12	$440	14	$472	STEP 10	B.A. MIN. = 1.00	298		128
$17,095	DOC.	14	$341	14	$412	14	$433	FULL CREDIT	NO	183	3	129
$17,700	DOC.	10	$410	14	$429	14	$446	STEP 10	NO	187	3	130
$19,400	DOC.	11	$550	14	$525	14	$525	FULL CREDIT	NO	72	4	131
$19,101	DOC.	16	$377	18	$398	18	$398	STEP 9	NO	181		132
$19,600	DOC.	14	$257	14	$481	14	$500	STEP 13	B.A. MIN. = 1.00	444		133
$19,260	DOC.	15	$355	15	$482	15	$477	FULL CREDIT	NO	323		134
$20,412	DOC.	14	$466	16	$506	16	$506	FULL CREDIT	OTHER	334	7	135
$18,650	DOC.	15	$369	15	$412	15	$437	FULL CREDIT	NO	237	4	136
$20,782	DOC.	19	$384	19	$425	19	$452	STEP 11	NO	572		137
$18,783	DOC.	14	$343	13	$494	14	$495	FULL CREDIT	NO	302		138
$20,950	DOC.	12	$396	15	$507	15	$507	STEP 12	NO	469		139
$16,401	DOC.	12	$334	12	$520	12	$520	STEP 8	NO	583		140
$14,032	DOC.	13	$348	14	$401	14	$422	FULL CREDIT	NO	199	19	141
$15,385	DOC.	12	$348	14	$393	14	$393	FULL CREDIT	NO	138		142
$12,825	6 YRS	14	$328	14	$357	14	$362	STEP 7	NO	127	3	143
$15,009	DOC.	11	$436	11	$489	11	$532	FULL CREDIT	B.A. MIN. = 1.00	206	19	144
$15,700	DOC.	13	$346	13	$492	13	$492	FULL CREDIT	NO	652	7	145
$14,800	DOC.	11	$417	12	$464	12	$496	STEP 10	NO	173	19	146
$15,038	DOC.	10	$438	13	$438	13	$438	FULL CREDIT	B.A. MIN. = 1.00	73		147
$13,532	6 YRS	12	$317	13	$399	13	$399	STEP 12	NO	185		148
$14,115	DOC.	8	$272	13	$377	13	$377	FULL CREDIT	NO	115		149
$16,356	DOC.	10	$352	15	$352	15	$352	FULL CREDIT	B.A. MIN. = 1.00	107		150
$13,963	6 YRS	11	$441	12	$441	12	$441	STEP 10	B.A. MIN. = 1.00	57	19	151
$14,900	DOC.	14	$393	14	$447	14	$447	STEP 13	NO	203	1	152
$15,664	DOC.	15	$360	15	$446	15	$446	STEP 11	B.A. MIN. = 1.00	422	7,19	153
$15,236	7 YRS	13	$361	14	$429	14	$429	STEP 10	B.A. MIN. = 1.00	401		154
$14,431	6 YRS	14	$319	14	$446	14	$472	STEP 9	NO	400		155
$14,280	6 YRS	15	$340	15	$340	15	$340	STEP 8	NO	164	3	156
$14,553	6 YRS	11	$288	14	$434	14	$483	FULL CREDIT	NO	308	3	157
$13,929	M. A. +	15	$343	15	$397	...	...	STEP 11	NO	108		158
$16,100	DOC.	9	$489	11	$568	12	$617	FULL CREDIT	NO	397		159
$13,500	DOC.	14	$329	14	$336	14	$336	FULL CREDIT	NO	358		160

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
PENNSYLVANIA (CONTINUED)						
161 HAVERFORD TWP., HAVERTOWN (7,699)	$7,300	$12,100	$7,700	$15,200	$ 7,950	$15,950
162 LOWER MERION TWP., ARDMORE (9,769)	8,100	13,500 15,900(MERIT)	8,500	16,000 18,400(MERIT)	8,900	16,400 18,800(MERIT)
163 MT. LEBANON (8,685)	7,300	11,700 13,100(24 YRS)	8,000	13,400 14,350(24 YRS)	8,600	13,900 15,150(24 YRS)
164 RADNOR TWP., WAYNE (4,562)	7,300	9,700 15,200(MERIT)	7,600	10,000 15,500(MERIT)	...	...
165 SPRINGFIELD TWP., ORELAND (4,084)	7,400	12,000	8,000	13,600	8,600	14,600
166 SPRINGFIELD TWP., SPRINGFIELD (5,168)	7,350	13,050	7,820	14,700	8,130	15,360
TEXAS						
167 HIGHLAND PARK (5,181)	6,850	9,900	7,500	11,250	...	...
WASHINGTON						
168 BELLEVUE (23,814)	7,050	10,364	8,460	13,395	9,165	15,299
WISCONSIN						
169 SHOREWOOD (2,720)	7,750	12,284	8,835	14,260	9,455	14,880
170 WAUWATOSA (10,810)	7,700	12,100	8,400	14,125	9,000	15,675
171 WHITEFISH BAY (4,112)	7,600	12,220	8,450	14,400	8,770	15,200

Footnotes are on page 116.

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT 8	PREPARATION LEVEL 9	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. 10	BACHELOR'S AVE.	MASTER'S NO. 11	MASTER'S AVE.	SIX YEARS NO. 12	SIX YEARS AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE 13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE 14	NUMBER OF TEACHERS 15	FOOTNOTES 16	
$16,700	DOC.	16	$300	19	$395	18	$444	FULL CREDIT	NO	369		161
$17,900	DOC.	10	$540	12	$625	12	$625	FULL CREDIT	NO	554		162
$14,700	DOC.	11	$400	11	$491	11	$482	FULL CREDIT	NO	369		163
$10,000	M.A.	6	$400	6	$400	...	...	FULL CREDIT	NO	263		164
$15,100	DOC.	12	$383	14	$400	14	$428	FULL CREDIT	NO	224	6	165
$16,010	7 YRS	18	$317	20	$344	20	$362	STEP 10	NO	256		166
$11,250	M.A.	11	$277	14	$268	...	...	STEP 7	NO	283		167
$16,004	DUC.	9	$368	11	$449	13	$472	FULL CREDIT	B.A. MIN. = 1.00	1,105		168
$15,190	DOC.	13	$349	14	$388	14	$388	FULL CREDIT	B.A. MIN. = 1.00	151	3, 8	169
$16,450	DOC.	11	$400	13	$440	15	$445	STEP 5	NO	583	6	170
$15,200	6 YRS	...	...	...	...	...	...	FULL CREDIT	NO	211	3	171

FOOTNOTES

General Note: Figures in parentheses in columns 4 or 6 indicate experience step for which indicated preparation level(s) is/are recognized.

1. Information for calendar year 1971.

2. Information for calendar year 1972.

3. Latest information available.

4. Number of teachers and/or enrollment estimated by NEA Research Division on basis of available information.

5. Long-service increments indicated but amounts not stated.

6. Schedule may be exceeded for meritorious performance by board action.

7. Progress on schedule may be accelerated for merit but not to exceed scheduled maximums.

8. Schedule may be exceeded for merit but amount not indicated.

9. Schedule became effective February 2, 1971.

10. Data are incomplete; only information available.

11. Salaries shown for six years are for M.A. plus 24 hours.

12. Schedule effective through December 31, 1971.

13. Increments are based on regular evaluations and are not automatic.

14. Data shown are for the second semester of 1971-72.

15. Add a maximum of $600 for dependency allowance.

16. No teacher will be paid less than $6,800 in 1971-72.

17. Increments are granted biennially between steps 11 and 17.

18. Long-service steps are a combination of long-service and merit; it is possible to reach the top maximum after 21 years instead of 25 as shown.

19. Schedule became effective January 1, 1971.

20. Long-service steps based on last increment of each preparation salary class.

21. Add a maximum of $600 for dependency allotment.

22. Maximum shown for bachelor's degree is for B.A. plus 15 hours.

23. Salaries shown are for the contract year 1971-72, but school system operates on fiscal year which runs from January 1 to December 31.

24. Salaries shown are for a 9¼-month work year.

25. Schedule effective from February 1, 1972, through June 30, 1972.

26. Schedule became effective October 1, 1971.

27. Add $100 each four years after reaching scheduled maximum.

28. Schedule becomes effective January 1, 1972.

29. Schedule becomes effective February 1, 1972.

30. Local supplement to state schedule assumed to be the same as paid in 1970-71.

31. Maximum salaries shown require completion of six semester hours of approved course work during the preceding five years.

32. Salaries shown may be increased 2 percent retroactively to opening of school year 1971-72; depends on action of state legislature which was still in session at press time.

33. Schedule may be increased during school year 1971-72.

34. A 5 percent increment is added for year of retirement.

35. Based on latest information available on local supplements.

DIRECTORY OF SYSTEMS IN THIS STUDY BY ENROLLMENT STRATUM, OCTOBER 1970*

Stratum 1 (27 systems enrolling 100,000 or more)

- CALIFORNIA
  - Los Angeles
  - San Diego
- DISTRICT OF COLUMBIA
  - Washington
- FLORIDA
  - Broward Co., Fort Lauderdale
  - Dade Co., Miami
  - Duval Co., Jacksonville
  - Hillsborough Co., Tampa
- GEORGIA
  - Atlanta
- HAWAII, State of
  - Honolulu
- ILLINOIS
  - Chicago
- INDIANA
  - Indianapolis
- LOUISIANA
  - Orleans Parish, New Orleans
- MARYLAND
  - Baltimore
  - Baltimore Co., Towson
  - Montgomery Co., Rockville
  - Prince George's Co., Upper Marlboro
- MICHIGAN
  - Detroit
- MISSOURI
  - St. Louis
- NEW YORK
  - New York City
- OHIO
  - Cleveland
  - Columbus
- PENNSYLVANIA
  - Philadelphia
- TENNESSEE
  - Memphis
- TEXAS
  - Dallas
  - Houston
- VIRGINIA
  - Fairfax Co.
- WISCONSIN
  - Milwaukee

Stratum 2 (54 systems enrolling 50,000 to 99,999)

- ALABAMA
  - Birmingham
  - Jefferson Co. (excl. Birmingham)
  - Mobile
- ARIZONA
  - Tucson
- CALIFORNIA
  - Fresno
  - Garden Grove
  - Long Beach
  - Oakland
  - Sacramento
  - San Francisco
  - San Juan Dist., Carmichael
- COLORADO
  - Denver
  - Jefferson Co., Lakewood
- FLORIDA
  - Brevard Co., Titusville
  - Orange Co., Orlando
  - Palm Beach Co., West Palm Beach
  - Pinellas Co., Clearwater
  - Polk Co., Bartow
- GEORGIA
  - DeKalb Co. (excl. Decatur)
- KANSAS
  - Wichita
- KENTUCKY
  - Jefferson Co. (excl. Louisville)
  - Louisville
- LOUISIANA
  - Caddo Parish, Shreveport
  - East Baton Rouge Parish, Baton Rouge
  - Jefferson Parish, Gretna
- MARYLAND
  - Anne Arundel Co., Annapolis
- MASSACHUSETTS
  - Boston
- MINNESOTA
  - Minneapolis
- MISSOURI
  - Kansas City
- NEBRASKA
  - Omaha
- NEVADA
  - Clark Co., Las Vegas
- NEW JERSEY
  - Newark
- NEW MEXICO
  - Albuquerque
- NEW YORK
  - Buffalo
- NORTH CAROLINA
  - Charlotte-Mecklenburg Co., Charlotte

OHIO
  Akron
  Cincinnati
  Dayton
  Toledo
OKLAHOMA
  Oklahoma City
  Tulsa
OREGON
  Portland
PENNSYLVANIA
  Pittsburgh
SOUTH CAROLINA
  Charleston Co.
  Greenville Co.
TENNESSEE
  Nashville-Davidson Co., Nashville
TEXAS
  Austin
  El Paso
  Fort Worth
  San Antonio
UTAH
  Granite Dist. (excl. Salt Lake City)
VIRGINIA
  Norfolk
WASHINGTON
  Seattle
WEST VIRGINIA
  Kanawha Co., Charleston

Stratum 3 (99 systems enrolling 25,000 to 49,999)

ALABAMA
  Huntsville
  Montgomery Co.
ALASKA
  Anchorage
ARIZONA
  Phoenix (H.S.)
  Scottsdale
CALIFORNIA
  Anaheim (H.S.)
  Compton
  Fremont
  Glendale
  Hacienda-La Puente, La Puente
  Hayward
  Montebello
  Mt. Diablo, Concord
  Newport-Mesa, Newport Beach
  Norwalk-La Mirada, Norwalk
  Orange
  Pasadena
  Richmond
  Riverside
  San Bernardino
  Santa Ana
  Stockton
  Torrance
COLORADO
  Colorado Springs
  Pueblo
CONNECTICUT
  Hartford
FLORIDA
  Escambia Co., Pensacola
  Okaloosa Co., Crestview
  Volusia Co., DeLand
GEORGIA
  Bibb Co., Macon
  Cobb Co. (excl. Marietta)
  Fulton Co. (excl. Atlanta)
  Muscogee Co., Columbus
  Richmond Co., Augusta
  Savannah-Chatham Co., Savannah
ILLINOIS
  Peoria
  Rockford
INDIANA
  Evansville
  Fort Wayne
  Gary
  South Bend
IOWA
  Des Moines
KANSAS
  Kansas City
  Shawnee Mission
KENTUCKY
  Fayette Co., Lexington
LOUISIANA
  Calcasieu Parish, Lake Charles
  Rapides Parish, Alexandria
MARYLAND
  Harford Co., Bel Air
MASSACHUSETTS
  Springfield
  Worcester
MICHIGAN
  Flint
  Grand Rapids
  Lansing
  Livonia
  Warren
MINNESOTA
  Anoka-Hennepin, Anoka
  Bloomington
  Robbinsdale
  St. Paul

- MISSISSIPPI
  - Jackson
- MISSOURI
  - Springfield
- NEBRASKA
  - Lincoln
- NEVADA
  - Washoe Co., Reno
- NEW JERSEY
  - Jersey City
- NEW YORK
  - Rochester
  - Syracuse
  - Yonkers
- NORTH CAROLINA
  - Cumberland Co. (excl. Fayetteville)
  - Gaston Co., Gastonia
  - Greensboro
  - Wake Co. (excl. Raleigh)
  - Winston-Salem/Forsyth Co., Winston-Salem
- OHIO
  - Youngstown
- RHODE ISLAND
  - Providence
- SOUTH CAROLINA
  - Columbia
- TENNESSEE
  - Chattanooga
  - Hamilton Co. (excl. Chattanooga)
  - Knoxville
- TEXAS
  - Amarillo
  - Corpus Christi
  - Lubbock
  - North East Dist., San Antonio
  - Pasadena
  - Richardson
  - Spring Branch
- UTAH
  - Davis Co., Farmington
  - Salt Lake City
- VIRGINIA
  - Arlington Co.
  - Hampton
  - Henrico Co.
  - Newport News
  - Portsmouth
  - Prince William Co., Manassas
  - Richmond
  - Virginia Beach
- WASHINGTON
  - Edmonds Dist. No. 15, Lynnwood
  - Highline Dist., Seattle
  - Spokane
  - Tacoma

Stratum 4 (323 systems enrolling 12,000 to 24,999)

- ALABAMA
  - Baldwin Co., Bay Minette
  - Tuscaloosa
- ARIZONA
  - Mesa
  - Washington Dist. No. 6, Phoenix (Elem.)
- ARKANSAS
  - Fort Smith
  - Little Rock
  - North Little Rock
- CALIFORNIA
  - ABC Dist., Artesia
  - Alameda
  - Alhambra
  - Alum Rock, San Jose (Elem.)
  - Anaheim (Elem.)
  - Azusa
  - Bakersfield (Elem.)
  - Baldwin Park
  - Bellflower
  - Berkeley
  - Burbank
  - Cajon Valley Dist., El Cajon (Elem.)
  - Campbell (H.S.)
  - Chula Vista (Elem.)
  - Colton
  - Covina-Valley, Covina
  - Cupertino (Elem.)
  - Downey
  - El Rancho Dist., Pico Rivera
  - Fullerton (Elem.)
  - Fullerton (H.S.)
  - Grant Dist., Sacramento (H.S.)
  - Grossmont (H.S.)
  - Huntington Beach (H.S.)
  - Inglewood
  - La Mesa-Spring Valley (Elem.)
  - Livermore Valley, Livermore
  - Lompoc
  - Modesto
  - Monterey
  - Napa Valley, Yountville
  - Ocean View, Huntington Beach (Elem.)
  - Ontario-Montclair, Ontario (Elem.)
  - Oxnard (H.S.)
  - Pajaro Valley, Watsonville
  - Palo Alto
  - Palos Verdes
  - Placentia
  - Pomona
  - Redlands
  - Rialto
  - Rowland

  - San Lorenzo
  - Santa Barbara
  - Santa Clara
  - Santa Monica
  - Santa Rosa
  - Sequoia Dist., Redwood City (H.S.)
  - Simi Valley, Simi
  - South San Francisco
  - Vallejo
  - Ventura
  - Visalia
  - West Covina
  - Westminster (Elem.)
  - Whittier (H.S.)
- COLORADO
  - Adams Co., Dist. No. 12, Eastlake
  - Aurora
  - Boulder
  - Grand Junction
  - Littleton
  - Poudre Dist., Fort Collins
  - Westminster
- CONNECTICUT
  - Bridgeport
  - Bristol
  - Enfield
  - New Britain
  - New Haven
  - Stamford
  - Waterbury
  - West Hartford
- DELAWARE
  - Newark
- FLORIDA
  - Alachua Co., Gainesville
  - Bay Co., Panama City
  - Lake Co., Tavares
  - Lee Co., Fort Myers
  - Leon Co., Tallahassee
  - Manatee Co., Bradenton
  - Marion Co., Ocala
  - Pasco Co., Dade City
  - Sarasota Co.
  - Seminole Co., Sanford
- GEORGIA
  - Clayton Co., Jonesboro
  - Dougherty Co., Albany
  - Glynn Co., Brunswick
  - Gwinnett Co., Lawrenceville
  - Houston Co., Perry
- IDAHO
  - Boise
- ILLINOIS
  - Alton
  - Decatur
  - Granite City
  - Harlem Dist., Rockford
  - Joliet (Elem.)
  - Moline
  - Springfield
  - Waukegan (Elem.)
- INDIANA
  - Anderson
  - Bartholomew Dist., Columbus
  - East Allen Co., New Haven
  - Greater Clark Co., Jeffersonville
  - Hammond
  - Kokomo
  - Michigan City
  - Monroe Co., Bloomington
  - Muncie
  - New Albany-Floyd Co., New Albany
  - Vigo Co., Terre Haute
  - Washington Twp., Indianapolis
  - Wayne Twp., Indianapolis
- IOWA
  - Cedar Rapids
  - Council Bluffs
  - Davenport
  - Dubuque
  - Sioux City
  - Waterloo
- KANSAS
  - Topeka
- KENTUCKY
  - Pike Co. (excl. Pikeville)
- LOUISIANA
  - Bossier Parish, Benton
  - Iberia Parish, New Iberia
  - Lafourche Parish, Thibodaux
  - Ouachita Parish (excl. Monroe)
  - St. Bernard Parish, Chalmette
  - St. Landry Parish, Opelousas
  - St. Mary Parish, Franklin
  - St. Tammany Parish, Covington
  - Terrebonne Parish, Houma
- MAINE
  - Portland
- MARYLAND
  - Allegany Co., Cumberland
  - Carroll Co., Westminster
  - Charles Co., La Plata
  - Frederick Co.
  - Howard Co., Clarksville
  - Washington Co., Hagerstown
- MASSACHUSETTS
  - Fall River
  - Lowell
  - Pittsfield
  - Quincy
- MICHIGAN
  - Ann Arbor

- Bay City
- Dearborn
- Garden City
- Grosse Pointe
- Jackson
- Kalamazoo
- Port Huron
- Roseville
- Saginaw
- Southfield
- Taylor
- Utica
- Wayne

MINNESOTA
- Duluth
- Osseo
- Rochester
- Roseville

MISSISSIPPI
- Greenville

MISSOURI
- Ferguson-Florissant, Ferguson
- Hickman Mills
- Independence
- Lindbergh
- North Kansas City
- Parkway Dist., Chesterfield
- Pattonville
- Raytown
- St. Joseph

MONTANA
- Billings
- Great Falls

NEW HAMPSHIRE
- Manchester

NEW JERSEY
- Camden
- Cherry Hill
- Clifton
- Edison Twp.
- Hamilton Twp., Trenton
- Madison Twp., Matawan
- Middletown Twp.
- Toms River
- Trenton
- Wayne
- Willingboro
- Woodbridge Twp.

NEW MEXICO
- Gallup-McKinley Co., Gallup
- Las Cruces
- Santa Fe

NEW YORK
- Albany
- Brentwood
- Commack
- East Meadow
- Elmira
- Greece Central, Rochester
- Kenmore-Tonawanda
- Levittown
- Middle Country Dist. 11, Centereach
- New Rochelle
- Niagara Falls
- North Syracuse
- Ramapo Dist. 2, Spring Valley
- Sachem, Holbrook
- Schenectady
- Wappingers Falls

NORTH CAROLINA
- Alamance Co., Graham (excl. Burlington)
- Buncombe Co. (excl. Asheville)
- Burke Co., Morganton
- Davidson Co. (excl. Lexington)
- Durham
- Durham Co. (excl. Durham)
- Fayetteville
- Guilford Co. (excl. Greensboro)
- Harnett Co., Lillington
- High Point
- Johnston Co., Smithfield
- Nash Co., Nashville
- New Hanover Co., Wilmington
- Onslow Co., Jacksonville
- Pitt Co. (excl. Greenville)
- Raleigh
- Randolph Co. (excl. Asheboro)
- Robeson Co. (excl. Lumberton)
- Rowan Co. (excl. Salisbury)
- Wayne Co. (excl. Goldsboro)

OHIO
- Berea
- Canton
- Cleveland Heights-University Heights
- Cuyahoga Falls
- Elyria
- Hamilton
- Kettering
- Lorain
- Mansfield
- Mentor
- Middletown
- Northwest Dist., Cincinnati
- Springfield
- Warren
- Willoughby-Eastlake, Willoughby

OKLAHOMA
- Lawton
- Midwest city
- Putnam City

OREGON
- Beaverton

  - Eugene
  - Salem
- PENNSYLVANIA
  - Allentown
  - Butler
  - Centennial Dist., Warminster
  - Erie
  - Harrisburg
  - Hazleton
  - Lancaster
  - Neshaminy Dist., Langhorne
  - Penn Hills
  - Pennsbury Dist., Fallsington
  - Reading
  - Scranton
- RHODE ISLAND
  - Cranston
  - Warwick
- SOUTH CAROLINA
  - Aiken Co.
  - Anderson Co., Dist. No. 5
  - Darlington Co.
  - Florence
  - Rock Hill
  - Spartanburg Dist. No. 7
- SOUTH DAKOTA
  - Rapid City
  - Sioux Falls
- TENNESSEE
  - Clarksville-Montgomery Co., Clarksville
  - Knox Co. (excl. Knoxville)
  - Shelby Co. (excl. Memphis)
  - Sullivan Co., Blountville
  - Sumner Co., Gallatin
- TEXAS
  - Abilene
  - Beaumont
  - Birdville, Fort Worth
  - Ector Co., Odessa
  - Edgewood, San Antonio
  - Galveston
  - Goose Creek, Baytown
  - Harlandale
  - Hurst
  - Irving
  - Laredo
  - Mesquite
  - Midland
  - North Forest, Houston
  - Tyler
  - Wichita Falls
- UTAH
  - Alpine Dist., American Fork
  - Jordan Dist., Sandy
- VIRGINIA
  - Alexandria
  - Chesapeake
  - Chesterfield Co.
  - Henry Co. (excl. Martinsville)
  - Pittsylvania Co., Chatham
  - Roanoke
  - Roanoke Co.
- WASHINGTON
  - Bellevue
  - Clover Park
  - Everett
  - Federal Way
  - Kent
  - Renton
  - Shoreline, Seattle
  - Vancouver
  - Yakima
- WEST VIRGINIA
  - Cabell Co., Huntington
  - Fayette Co., Fayetteville
  - Harrison Co., Clarksburg
  - Logan Co.
  - McDowell Co., Welch
  - Mercer Co., Princeton
  - Raleigh Co., Beckley
  - Wood Co., Parkersburg
- WISCONSIN
  - Appleton
  - Green Bay
  - Janesville
  - Kenosha
  - West Allis
- WYOMING
  - Casper
  - Cheyenne

Stratum 5 (694 systems enrolling 6,000 to 11,999)

- ALABAMA
  - Anniston
  - Bessemer
  - Calhoun Co. (excl. Anniston)
  - Cullman Co. (excl. Cullman)
  - Decatur
  - DeKalb Co. (excl. Fort Payne)
  - Dothan
  - Elmore Co., Wetumpka
  - Florence
  - Gadsden
  - Jackson Co. (excl. Scottsboro)
  - Lauderdale Co. (excl. Florence)
  - Lawrence Co., Moulton
  - Madison Co. (excl. Huntsville)
  - Marshall Co., Guntersville
  - Morgan Co. (excl. Decatur)
  - Phenix City
  - Selma
  - Talladega Co. (excl. Talladega)
  - Walker Co. (excl. Jasper)

- ALASKA
  - Fairbanks
- ARIZONA
  - Amphitheater, Tucson
  - Cartwright (Elem.)
  - Flagstaff
  - Glendale (H.S.)
  - Madison Dist. No. 38, Phoenix (Elem.)
  - Phoenix Dist. No. 1 (Elem.)
  - Roosevelt Dist., Phoenix (Elem.)
  - Sunnyside
  - Tempe (Elem.)
  - Yuma
- ARKANSAS
  - Blytheville
  - Forrest City
  - Hot Springs
  - Springdale
  - Texarkana
- CALIFORNIA
  - Acalanes Dist., Lafayette (H.S.)
  - Antelope Valley, Lancaster (H.S.)
  - Arcadia
  - Barstow
  - Bassett, La Puente
  - Bonita, San Dimas
  - Campbell (Elem.)
  - Capistrano
  - Castro Valley
  - Centinela Valley, Hawthorne (H.S.)
  - Centralia, Buena Park (Elem.)
  - Chico
  - Chino
  - Claremont
  - Clovis
  - Culver City
  - Cypress (Elem.)
  - East Whittier (Elem.)
  - Elk Grove
  - El Monte (Elem.)
  - El Monte (H.S.)
  - Escondido (Elem.)
  - Fairfield-Suisun, Fairfield
  - Garvey (Elem.)
  - Glendora
  - Hueneme, Port Hueneme (Elem.)
  - Jefferson, Daly City (Elem.)
  - Jefferson, Daly City (H.S.)
  - Jurupa
  - Laguna Salada, Pacifica (Elem.)
  - Lancaster (Elem.)
  - Lawndale (Elem.)
  - Lynwood
  - Madera
  - Marysville
  - Merced (Elem.)
  - Milipitas
  - Monrovia
  - Mountain View, El Monte (Elem.)
  - New Haven, Union City
  - Novato
  - Oak Grove (Elem.)
  - Oceanside (Elem.)
  - Paramount
  - Petaluma
  - Redondo Beach (Elem.)
  - Redwood City (Elem.)
  - Rio Linda (Elem.)
  - Salinas (Elem.)
  - San Juoquin (Elem.)
  - San Jose (Elem.)
  - San Leandro
  - San Luis Coastal Dist., San Luis Obispo
  - San Mateo (H.S.)
  - San Rafael
  - San Ramon Valley, Danville
  - Santa Cruz
  - Santa Maria (Elem.)
  - South Bay, Hermosa Beach (H.S.)
  - Sunnyvale (Elem.)
  - Tamalpais, Larkspur (H.S.)
  - Tustin (Elem.)
  - Tustin (H.S.)
  - Ukiah
  - Vacaville
  - Vista
  - Washington Dist., West Sacramento
  - Woodland
  - Yuba City
- COLORADO
  - Adams Co., Dist. No. 14, Commerce City
  - Cherry Creek
  - Englewood
  - Greeley
  - Mapleton
  - St. Vrain Valley, Longmont
  - Thompson, Loveland
  - Widefield Dist. No. 3, Security
- CONNECTICUT
  - Danbury
  - Fairfield
  - Greenwich
  - Groton
  - Hamden
  - Meriden
  - Middletown
  - Newington
  - North Haven
  - Norwich (Elem.)
  - Southington
  - Vernon Schools, Rockville
  - Wallingford

- West Haven
- Westport
- Wethersfield

DELAWARE
- Alfred I. DuPont, Wilmington
- Caesar Rodney Dist., Camden
- Capital Dist., Dover
- Conrad Dist., Wilmington
- Indian River Dist., Frankford
- Mount Pleasant, Wilmington
- New Castle
- Stanton, Wilmington

FLORIDA
- Clay Co., Green Cove Springs
- Collier Co., Naples
- Columbia Co., Lake City
- Gadsden Co., Qunicy
- Indian River Co., Vero Beach
- Jackson Co., Marianna
- Monroe Co., Key West
- Putnam Co., Palatka
- St. Johns Co., St. Augustine
- St. Lucie Co., Fort Pierce
- Santa Rosa Co., Milton

GEORGIA
- Baldwin Co., Milledgeville
- Bulloch Co., Statesboro
- Carroll Co. (excl. Carrollton)
- Catoosa Co., Ringgold
- Cherokee Co., Canton
- Clarke Co., Athens
- Colquitt Co., Moultrie
- Coweta Co., Newnan
- Decatur Co., Bainbridge
- Floyd Co. (excl. Rome)
- Griffin-Spalding Co., Griffin
- Hall Co. (excl. Gainesville)
- Henry Co., McDonough
- Lowndes Co. (excl. Valdosta)
- Rome
- Tift Co., Tifton
- Valdosta
- Walker Co., La Fayette
- Whitfield Co. (excl. Dalton)

IDAHO
- Idaho Falls
- Lewiston
- Pocatello
- Twin Falls

ILLINOIS
- Arlington Heights (Elem.)
- Aurora (West Side)
- Bloomington
- Champaign
- Des Plaines (Elem.)
- Downers Grove (Elem.)
- East Maine, Niles (Elem.)
- Evanston (Elem.)
- Freeport
- Glenbard, Glen Ellyn (H.S.)
- Maine Twp., Park Ridge (H.S.)
- Niles Twp., Skokie (H.S.)
- Palatine (Elem.)
- Park Ridge (Elem.)
- Pekin (Elem.)
- Quincy
- Rock Island
- South Stickney, Burbank
- Urbana
- Villa Park (Elem.)
- Worth Dist. 218 (H.S.)

INDIANA
- East Chicago
- Huntington
- Lafayette
- Lake Ridge, Gary
- Lawrence
- Marion
- Mishawaka
- New Castle
- North Lawrence Schools, Bedford
- Perry Twp., Indianapolis
- Portage Twp.
- Richmond
- Tippecanoe, Lafayette
- Warren Twp., Indianapolis
- Warrick Co., Boonville

IOWA
- Ames
- Burlington
- Cedar Falls
- Clinton
- Fort Dodge
- Iowa City
- Marshalltown
- Mason City
- Muscatine
- Ottumwa
- West Des Moines

KANSAS
- Hutchinson
- Junction City
- Lawrence
- Salina

KENTUCKY
- Ashland
- Boone Co., Burlington
- Bullitt Co., Shepherdsville
- Christian Co., Hopkinsville
- Covington
- Hardin Co. (excl. Elizabethtown)

- Hopkins Co., Madisonville
- McCracken Co. (excl. Paducah)
- Owensboro
- Paducah
- Perry Co. (excl. Hazard)

LOUISIANA
- Acadia Parish, Crowley
- Ascension Parish, Donaldsonville
- Avoyelles Parish, Marksville
- Beauregard Parish, DeRidder
- Bogalusa
- Concordia Parish, Vidalia
- DeSota Parish, Mansfield
- Evangeline Parish, Ville Platte
- Franklin Parish, Winnsboro
- Iberville Parish, Plaquemine
- Jefferson Davis Parish, Jennings
- Lincoln Parish, Ruston
- Livingston Parish
- Monroe
- Morehouse Parish, Bastrop
- Natchitoches Parish
- Pointe Coupee Parish, New Roads
- Richland Parish, Rayville
- St. Charles Parish, Luling
- St. John the Baptist Parish, Reserve
- St. Martin Parish, St. Martinville
- Vermilion Parish, Abbeville
- Vernon Parish, Leesville
- Webster Parish, Minden

MAINE
- Bangor
- Lewiston

MARYLAND
- Cecil Co., Elkton
- Dorchester Co., Cambridge
- St. Mary's Co., Leonardtown
- Worcester Co., Snow Hill

MASSACHUSETTS
- Attleboro
- Beverly
- Billerica
- Cambridge
- Chelmsford
- Fitchburg
- Haverhill
- Holyoke
- Leominster
- Medford
- Natick
- Needham
- Norwood
- Peabody
- Randolph
- Revere
- Salem
- Saugus
- Stoughton
- Taunton
- Waltham
- Wellesley
- Westfield

MICHIGAN
- Alpena
- Battle Creek
- Bedford, Temperance
- Benton Harbor
- Berkley
- Carman Dist., Flint
- Center Line
- Clarkston
- Fraser
- Hazel Park
- Highland Park
- L'Anse-Creuse Dist., Mt. Clemens
- Lapeer
- Lincoln Park
- Muskegon
- Niles
- Redford
- Rochester
- Walled Lake
- Warren Woods, Warren
- Wyandotte
- Wyoming
- Ypsilanti

MINNESOTA
- Austin
- Brainerd
- Burnsville
- Columbia Heights
- District 833, Cottage Grove
- Mankato
- Minnetonka, Excelsior
- Moorhead
- North St. Paul-Maplewood, North St. Paul
- Richfield
- St. Cloud
- St. Louis Park
- Stillwater
- Wayzata
- West St. Paul
- White Bear Lake

MISSISSIPPI
- Biloxi
- Gulfport
- Harrison Co. (excl. Gulfport)
- Hinds Co. (excl. Jackson)
- Jones Co. (excl. Laurel)
- Meridian

Moss Point
Natchez
Pascagoula
MISSOURI
Columbia
Fox Dist. 6, Arnold
Jefferson City
Kirkwood
Mehlville
Normandy Dist., St. Louis
Rockwood, Eureka
St. Charles
University City
Waynesville
Webster Groves
MONTANA
Butte
Helena
Missoula (Elem.)
NEBRASKA
Grand Island
Westside Dist., Omaha
NEW HAMPSHIRE
Nashua
Portsmouth
NEW JERSEY
Atlantic City
Bayonne
Bloomfield
Bridgewater-Raritan
Cranford
East Brunswick
East Orange
Fair Lawn
Franklin Twp., Somerset
Hackensack
Hazlet Twp.
Irvington
Livingston
Matawan
Montclair
Neptune Twp.
Paramus
Parsippany-Troy Hills
Passaic
Pemberton Twp., Browns Mills
Pennsauken
Perth Amboy
Plainfield
Ridgewood
Sayreville
Scotch Plains-Fanwood, Scotch Plains
South Orange-Maplewood, South Orange
Teaneck
Union Twp.
Vineland
Westfield
West Orange
NEW MEXICO
Alamogordo
Carlsbad
Clovis
Farmington
Hobbs
Roswell
NEW YORK
Arlington Dist., Poughkeepsie
Baldwin
Baldwinsville
Bay Shore
Binghamton
Clarkstown, New City
Connequot, Bohemia
Copiague
Corning
East Islip
East Syracuse-Minoa, East Syracuse
Endicott
Frontier Dist., Hamburg
Half Hollow Hills Schools, Melville
Hauppauge
Herricks Dist. No. 9, New Hyde Park
Horseheads
Huntington
Ithaca
Kingston
Lakeland Schools, Shrub Oak
Lancaster
Lawrence Schools, Cedarhurst
Liverpool
Long Beach
Mamaroneck
North Colonie, Newtonville
Oceanside
Patchogue-Medford, Patchogue
Plainedge, Bethpage
Port Washington
Sweet Home
Syosset
Three Village Dist. 1, Setauket
Troy
Vestal
Watertown
West Babylon
West Genesee, Camillus
West Islip
White Plains
Whitesboro
Williamsville
NORTH CAROLINA
Anson Co., Wadesboro
Bertie Co., Windsor

- Bladen Co., Elizabethtown
- Burlington
- Cabarrus Co. (excl. Concord)
- Caldwell Co. (excl. Lenoir)
- Carteret Co., Beaufort
- Catawba Co. (excl. Newton-Conover)
- Chatham Co., Pittsboro
- Cleveland (excl. Shelby)
- Columbus Co. (excl. Whiteville)
- Craven Co. (excl. New Bern)
- Duplin Co., Kenansville
- Edgecombe Co. (excl. Tarboro)
- Elizabeth City
- Goldsboro
- Granville Co., Oxford
- Halifax Co.
- Haywood Co., Waynesville
- Henderson Co. (excl. Hendersonville)
- Hertford Co., Winton
- Iredell Co. (excl. Statesville)
- Kannapolis
- Kinston
- Laurinburg-Scotland Co., Laurinburg
- Lenoir Co. (excl. Kinston)
- Martin Co., Williamston
- McDowell Co., Marion
- Moore Co., Carthage
- Northampton Co., Jackson
- Person Co., Roxboro
- Richmond Co., Rockingham
- Rutherford Co., Rutherfordton
- Sampson Co. (excl. Clinton)
- Stanly Co. (excl. Albemarle)
- Surry Co., Dobson
- Union Co. (excl. Monroe)
- Wilkes Co., Wilkesboro

NORTH DAKOTA
- Bismarck
- Grand Forks
- Minot

OHIO
- Alliance
- Ashtabula
- Austintown, Youngstown
- Barberton
- Beavercreek Local, Xenia
- Bedford
- Boardman
- Centerville
- East Cleveland
- Euclid
- Fairborn
- Findlay
- Forest Hills, Cincinnati
- Fremont
- Garfield Heights
- Greenhills-Forest Park, Cincinnati
- Lakewood
- Lancaster
- Lima
- Mad River Dist., Dayton
- Maple Heights
- Massillon
- Newark
- New Carlisle
- North Olmsted
- Oak Hills, Cincinnati
- Portsmouth
- Sandusky
- Shaker Heights
- South Euclid-Lyndhurst
- Stow
- Sylvania
- Upper Arlington
- Washington Local, Toledo
- Worthington
- Xenia
- Zanesville

OKLAHOMA
- Bartlesville
- Enid
- Moore
- Muskogee
- Norman
- Ponca City

OREGON
- Coos Bay
- Corvallis
- David Douglas Dist. No. 40, Portland
- Klamath Co., Klamath Falls
- Lake Oswego
- Medford
- Roseburg
- Springfield

PENNSYLVANIA
- Baldwin-Whitehall, Pittsburgh
- Bethel Park
- Boyertown
- Carlisle
- Central Bucks, Doylestown
- Chambersburg
- Cheltenham Twp., Elkins Park
- Chester
- Coatesville
- Colonial Dist., Plymouth Meeting
- Council Rock, Richboro
- Downingtown
- Easton
- Fox Chapel, Pittsburgh
- Gateway, Monroeville

  - Haverford Twp., Havertown
  - Hempfield, Greensburg
  - Highlands, Tarentum
  - Lower Merion Twp., Ardmore
  - McKeesport
  - Millcreek Twp., Erie
  - Mt. Lebanon
  - Norristown
  - North Allegheny Dist., Pittsburgh
  - North Hills, Pittsburgh
  - North Penn, Lansdale
  - Norwin Dist., Irwin
  - Ridley
  - State College
  - Upper Darby
  - Upper Merion, King of Prussia
  - Warren Co.
  - West Shore
  - Williamsport
  - York
- RHODE ISLAND
  - Cumberland, Ashton
  - Newport
- SOUTH CAROLINA
  - Beaufort Co.
  - Brookland-Cayce Dist. No. 2, Cayce
  - Cherokee Co., Gaffney
  - Chester Co.
  - Georgetown Co.
  - Greenwood
  - Marlboro Co., Bennettsville
  - Newberry Co.
  - Oconee Co., Walhalla
  - Orangeburg Dist. No. 5
  - Union Co.
- SOUTH DAKOTA
  - Aberdeen
- TENNESSEE
  - Anderson Co. (excl. Clinton)
  - Blount Co. (excl. Maryville)
  - Bradley Co. (excl. Cleveland)
  - Campbell Co., Jacksboro
  - Carter Co. (excl. Elizabethton)
  - Fayette Co., Somerville
  - Franklin Co., Winchester
  - Greene Co. (excl. Greeneville)
  - Hawkins Co. (excl. Rogersville)
  - Jackson
  - Johnson City
  - Kingsport
  - Lawrence Co., Lawrenceburg
  - Madison Co. (excl. Jackson)
  - Maury Co., Columbia
  - Oak Ridge
  - Putnam Co., Cookeville
  - Robertson Co., Springfield
  - Rutherford Co. (excl. Murfreesboro)
  - Sevier Co., Sevierville
  - Tipton Co., Covington
  - Warren Co., McMinnville
  - Washington Co., Jonesboro
  - Williamson Co., Franklin
- TEXAS
  - Alice
  - Big Spring
  - Brazosport
  - Bryan
  - Clear Creek, League City
  - Denison
  - Denton
  - Edinburg
  - Galena Park
  - Grand Prairie
  - La Marque
  - Lamar, Rosenberg
  - Longview
  - Lufkin
  - Marshall
  - McAllen
  - Nederland
  - Pharr-San Juan-Alamo Dist., Pharr
  - Plainview
  - Port Neches
  - Sherman
  - Temple
  - Texarkana
  - West Orange-Cove, Orange
- UTAH
  - Box Elder Co., Brigham City
  - Cache Co. (excl. Logan)
  - Murray
  - Nebo Dist., Spanish Fork
  - Provo
  - Tooele
- VERMONT
  - Burlington
- VIRGINIA
  - Accomack Co., Accomac
  - Albemarle Co.
  - Augusta Co.
  - Bedford Co.
  - Buchanan Co., Grundy
  - Campbell Co., Rustburg
  - Charlottesville
  - Danville
  - Fauquier Co., Warrenton
  - Franklin Co., Rocky Mount
  - Frederick Co., Winchester
  - Halifax Co.
  - Hanover Co., Ashland
  - Loudoun Co., Leesburg
  - Lynchburg

- Mecklenburg Co., Boydton
- Montgomery Co., Christiansburg
- Nansemond Co.
- Petersburg
- Pulaski Co.
- Rockingham Co.
- Russell Co., Lebanon
- Smyth Co., Marion
- Tazewell Co.
- Washington Co., Abingdon
- Wise Co.
- York Co., Yorktown

WASHINGTON

- Auburn
- Bellingham
- Bremerton
- Central Valley Dist. No. 356, Spokane
- Franklin Pierce Dist., Tacoma
- Issaquah
- Kennewick
- Longview
- Northshore, Bothell
- North Thurston, Lacey
- Olympia
- Puyallup
- Richland
- Walla Walla

WEST VIRGINIA

- Berkeley Co., Martinsburg
- Brooke Co., Wellsburg
- Greenbrier Co., Lewisburg
- Hancock Co., New Cumberland
- Marion Co., Fairmont
- Marshall Co., Moundsville
- Mason Co., Point Pleasant
- Monongalia Co., Morgantown
- Nicholas Co., Summersville
- Ohio Co., Wheeling
- Preston Co., Kingwood
- Putnam Co., Winfield
- Wayne Co.
- Wyoming Co., Pineville

WISCONSIN

- Eau Claire
- Fond du Lac
- Manitowoc
- Menomonee Falls
- Neenah
- Oshkosh
- Sheboygan
- Wausau
- Wauwatosa
- Wisconsin Rapids

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*System-by-system listing includes 18 districts which reported salary data too late to be included in summary tabulations.